

The Doctor's GPS



A career guide for JMOs
developed by the
NSW JMO Forum

Health Education and Training Institute
Building 12
Gladesville Hospital
GLADESVILLE NSW 2111

Tel. (02) 9844 6551

Fax. (02) 9844 6544

www.heti.nsw.gov.au

heti-info@health.nsw.gov.au

Post: Locked Bag 5022
GLADESVILLE NSW 1675

Suggested citation:

NSW JMO Forum. The Doctor's GPS. Sydney: Health Education and Training Institute, 2012. Updated December 2015. Information provided directly by the colleges or sourced from their website.

ISBN 978-0-9871936-5-0

© HETI 2012.

This work is copyright. It may be reproduced in whole or in part for study or training purposes subject to the inclusion of an acknowledgement of the source. It may not be reproduced for commercial usage or sale. Reproduction for purposes other than those indicated requires written permission from HETI.

For further copies of this document please contact HETI, or visit the HETI website:
www.heti.nsw.gov.au

Contents

Foreword	2
How to use your GPS	3
Career tips	4
Map My Health Career Website	5
Addiction medicine	6
Anaesthetics	8
Basic physician training	10
Critical care medicine	14
Dermatology	15
Emergency medicine	19
General and acute care medicine	23
General practice	26
Hospital Skills Program	30
Intensive care	32
Medical administration	34
Obstetrics and gynaecology	38
Occupational and environmental medicine	41
Ophthalmology	44
General Paediatrics	47
Palliative medicine	50
Pathology	53
Psychiatry	55
Public health	58
Radiation oncology	61
Radiology	63
Rehabilitation medicine	66
Rural specialty	69
Sexual health medicine	71
Sport and exercise medicine	74
Surgical training	76
Other options	82
Useful links	87
First-year advanced vocational training positions/trainees by medical specialty and state/territory, 2013	91
Medical Board of Australia list of specialties, fields of specialty practice, and related specialist titles	93

The specialties in this guide are those listed by the [Medical Board of Australia](#). A number of recognised non-specialist career paths are also included.

A message from the Chief Executive HETI



Welcome to The Doctor's GPS, a publication that has been developed by the Health Education and Training Institute (HETI) in partnership with the statewide NSW Junior Medical Officer (JMO) Forum. HETI's mission is to improve the health of NSW and the working lives of NSW Health staff through education and training. The JMO Forum is a group of representatives from each hospital network in NSW/ACT that advocates for the training and education interests of junior doctors, and works with other Ministry of Health agencies involved in junior doctor education.

The Doctor's GPS has been designed for doctors in their first two postgraduate years and for Resident Medical Officers. It follows on from and complements The Doctor's Compass from HETI and the JMO Forum, created for medical students and interns or Postgraduate Year 1s.

It aims to present an overview of medical specialties, to give a starting point for research, and to foreshadow where each doctor's career may take them in a few years' time.

In the meantime, I hope you find the Doctor's GPS valuable and useful as you progress through your medical career.

Adjunct Professor Annette Solman
Chief Executive HETI

How to use your GPS



Welcome to *The Doctor's GPS*, a career guide for JMO's, a HETI publication put together by your NSW JMO Forum. Intended as a natural successor to *The Doctor's Compass*, a *guide to surviving internship*, what you're reading now is aimed at junior doctors who are beginning to look beyond the horizon of survival to the vocational landscape ahead and asking, "where to from here?"

Not every freshly graduated doctor leaves medical school with a tattoo of their chosen college logo. In fact the data shows that a lot of us change our minds several times along the way. With more junior doctors than ever competing for vocational training positions and years outside of college places increasingly becoming the norm, the wise would do well to consider the full spectrum of career paths within medicine before handing over their first lot of college fees.

With that in mind – what you'll find within these pages is a concise overview of the major recognised specialties and sub-specialties, including training pathways, application costs, salary estimates and number of positions previously offered.

A lot of the information included here is freely available from various college websites, which should be your first port of call for the most up-to-date information. Use this resource as a springboard for your own research; it is not a definitive guide to every possible career, nor is the information guaranteed for any period of time. As such, please don't be offended if your intended sub sub specialisation is not included.

Although we have made our best efforts to ensure all information is correct at the time of publication, don't miss an application deadline based on our advice!

So have a flick through, discuss it with friends and family, print out pages and reorder them on the bathroom door, and when you eventually misplace all that, simply download the digital version freely available on the HETI website. All the best for wherever you end up and enjoy yourself along the way.

Malik Salgado, JMO Forum Chair 2016



The JMO Forum of NSW is a group of representatives from each of the 15 hospital networks in NSW. It advocates for the training and education interests of junior doctors. The Forum is supported by and works with the Health Education and Training Institute, and also liaises with other Ministry of Health agencies involved in JMO education.

Career tips

Many of the medical specialties and career pathways available to you are highly competitive. Here are a few tips to help you achieve your goals.

Track your education and training

Complete and keep copies of all your term assessments during prevocational training – you may need them to prove satisfactory performance, particularly if you are planning to work overseas. It helps to keep a logbook of training activities completed, procedures performed, skills acquired, patients treated. These records can be used in conversation with supervisors, making it easier for you to demonstrate your achievements and collect good references.

Don't be too narrow

There are specific requirements for some specialist training careers, such as completing certain training terms in your prevocational years, but it can be a trap to focus too narrowly on a specific career path. Most employers and specialty colleges are looking for candidates who are broadly talented, socially competent and equipped with broad clinical skills and experience.

A demonstrated high level of clinical performance will be required for all specialist training positions, but many of your competitors will have that as well as you. Broader demonstrations of talent and initiative may give you the edge. Whenever you can, be involved in research, teaching and clinical governance (eg, membership of hospital committees or the RMO Association). Don't discount the importance of other personal achievements that can demonstrate your breadth and depth, such as speaking a second language, playing a musical instrument, competing in sports, working for charity, studying and working overseas, or having academic qualifications or work experience from a field other than medicine.

Consult widely

There are many people who can give you advice about potential careers, and many potential careers to choose from, so consult widely. The Director of Prevocational Training at your hospital will help, but every training rotation is an opportunity to get a new insight into the possibilities.

Enjoy the journey

While it may seem like the objective of all training is to arrive at a consultant's position, the road is many years long, and can be interrupted by delays that are not of your choosing. It is better to enjoy the journey than to become frustrated waiting for the end. In truth, medicine is a career of lifelong learning with no end in sight, so it is important to be travelling well.

Map My Health Career Website

Deciding which career path to follow is important to you as a junior medical officer in your early years of practice. It is crucial to be aware of the wide variety of options available and what practising a particular field of medical practice will mean to both you and your future patients.

NSW Health has developed the Map My Health Career website to provide you with assistance and guidance in the process of determining which pathway to pursue. The website provides the tools to assist you in making an informed decision about your career trajectory, taking into account factors such as skills, experience and workforce need.

Key features of the Map My Health Career website which will assist you in the decision making process include:

- Key information on 53 medical specialties, from surgery to general practice, paediatrics to psychiatry, anaesthesia to infectious diseases
- Data on national trainee numbers, training length and prerequisites, average working hours and national fellow numbers
- A comparison tool, which allows you to select up to three specialties to compare vital information side by side
- Training location maps, which provides a snapshot of where training in each specialty can be undertaken across NSW
- Real life video interviews with trainees and specialists from across the NSW Health system, detailing personal experiences, challenges and achievements, as well as their clinical practice

Map My Health Career provides you with a centralised knowledge database of key facts on all medical specialties, and is available on tablet and mobile devices making information easily accessible.

www.mapmycareer.health.nsw.gov.au



Addiction medicine

Addiction Medicine is the comprehensive care of people with a wide range of addiction disorders, including drug and alcohol addiction, and pharmaceutical dependency. Addiction Medicine Physicians work collaboratively with a multidisciplinary team of clinicians to improve health outcomes for patients.

Graduates of addiction medicine will be able to manage complex patient problems, provide public health advice and work effectively with teams of non-medical addiction and prevention service providers.

How to apply

Trainees must first complete an application for entry to the chapter training program, which ascertains eligibility to train. Once this application is approved, trainees must then submit an application for approval of training, which ascertains whether the upcoming training rotation is suitable for addiction medicine. New trainees need to submit an application to start Advanced Training in Addiction Medicine. Before you apply, make sure that you meet the eligibility requirements to enter a Chapter Advanced Training program. www.racp.edu.au/trainees/advanced-training/apply-to-start-advanced-training#Chapter_Eligibility_criteria

Training

Specialty training is provided by the AChAM of the RACP.

Advanced addiction medicine training with the chapter is three years in duration with at least 18 months in an accredited drug and alcohol position.

Successful graduates will be awarded fellowship of the Australasian Chapter of Addiction Medicine (FACHAM).

Admission requirements

To enter addiction medicine training applicants need to:

- 1** be a registered medical practitioner in Australia or New Zealand.

2 *either* hold fellowship of one of the following colleges or faculties:

- Anaesthetics (FANZCA)
- Emergency Medicine (FACEM)
- General Practice (FRACGP and FRNZCGP)
- Adult Medicine Division (FRACP)
- Paediatrics & Child Health Division(FRACP)
- Pain Medicine (FFPMANZCA)
- Psychiatry (FRANZCP)
- Public Health Medicine (FAFPHM)
- Rehabilitation Medicine (FAFRM)
- Rural and Remote Medicine (FACRRM)
- Palliative Medicine (FACHPM)
- Sexual Health Medicine (FACHSHM)
- Occupational and Environmental Medicine (FAFOEM)

or have completed basic training of the RACP (including success in the written and clinical examination).

Important dates

The RACP has two application dates: 28 February and 31 August.

Costs of training (2016)

Annual Training Fee \$3,370



Useful links

- Australasian Chapter of Addiction Medicine – www.racp.edu.au/trainees/advanced-training/advanced-training-programs/addiction-medicine

Anaesthetics

Anaesthesia is the art of keeping the patient alive – the maintenance of homeostasis in the face of significant surgical insult is hardly a narrow or limited field. It is said that an anaesthetist combines the virtues of an internist, paediatrician, and clinical pharmacologist, in a perioperative setting. In a typical week you might look after patients with liver failure, myasthenia gravis (neuromuscular disorder), uncontrolled diabetes, major trauma and post-op following major bowel surgery.

Training

The Australian and New Zealand College of Anaesthetists (ANZCA) provides a five-year anaesthesia training program leading to fellowship. Assessment of clinical skills and competencies occurs throughout the training program, using various assessment methodologies – work-based in-training assessments, written and viva examinations, simulation courses and learning modules that match specific learning objectives with clinical experience.

How to apply

The college is implementing a new training curriculum in 2013. This will change the way hospitals recruit trainees, and the way prospective trainees 'buff up' their resumes. One of the major changes is that JMOs are no longer allowed to sit the ANZCA primary (physiology and pharmacology) exam before they are officially on the training program (ie, not until they have a registrar job).

It is possible to become a member of ANZCA after completion of postgraduate year 1 (PGY1). This allows access to college exam resources (in case you want to start preparing early), as well as an extensive online library.

Admission requirements

To apply for training you must be a registered medical practitioner and have completed 52 weeks (full-time equivalent) of prevocational medical education and training.

In order to start the ANZCA training program, you must have completed at least 104 weeks (two years) of prevocational medical education and training. These 104 weeks can include no more than 52 weeks experience in any combination of clinical anaesthesia, intensive care medicine and pain medicine.

Costs of training (2016)

Application fee	\$670
Registration fee	\$2,173
Annual training fee	\$2,939
Examination fee – primary	\$4,929
Examination fee – final	\$5,481



Useful links

- Australia and New Zealand College of Anaesthetists
www.anzca.edu.au
- The Australian Society of Anaesthetists (ASA)
www.asa.org.au

Basic physician training

The Royal Australasian College of Physicians (RACP) is a diverse and energetic organisation responsible for training, education and representing over 15,000 physicians and 7,500 trainee Physicians in Australia and New Zealand.

The RACP has various training pathways, linked to comprehensive training curricula, complemented by an extensive and wide-ranging program of on-the-job training, working with and learning from experienced clinicians.

Training

The College's Physician Readiness for Expert Practice (PREP) program provides comprehensive education and training to the majority of medical specialties represented by the College. The PREP Program requires a minimum of 6 years to complete:

- 1** 3 years of Basic Training
- 2** College Written and Clinical Examinations
- 3** 3 or more years of Advanced Training

The College has two Divisions – Adult Medicine and Paediatrics & Child Health. All fellows who hold an FRACP belong to one of the Divisions. The Divisions carry out most of the work in relation to training, assessment and continuing professional development.

Faculties (occupational and environmental medicine, public health medicine, rehabilitation medicine) and Chapters (addiction medicine, community child health, palliative medicine, sexual health medicine) organise the training programs in their particular subspecialties.

How to apply

In NSW you may apply to join a BPT Network during your second post-graduate training year (PGY2), for entry at the start of PGY3.

You must register with the RACP and this can take place in PGY2, allowing recognition of training terms during this year. However, your further progress in NSW will require appointment to a BPT Network for PGY3 onwards to accumulate 36 months of training at RACP accredited training sites.

An up-to-date list of key contacts for each can be obtained from the [HETI website](#). Application is through the BPT networks and individual hospitals via the NSW Health website. The BPT networks use a preference matching algorithm to match candidates with positions.

Admission requirements

- Complete a medical degree accredited by the Australian Medical Council (AMC) or Medical Council of New Zealand (MCNZ)
- Have a general medical registration with the Medical Board of Australia, or a medical registration with a general scope of practice with the MCNZ
- Have satisfactorily completed at least one intern year (post graduate year one)
- Be employed by an accredited training hospital or health services (where you will do your Basic Training)
- Discuss your application and receive approval to apply for Basic Training from the hospital (or network) Director of Physician Education (DPE)

Find more information on:

www.racp.edu.au/trainees/basic-training/apply-to-start-basic-training

International Medical Graduates (IMGs)

Medical graduates who have completed their degree overseas (international medical graduates) have the same eligibility requirements for Basic Training as Australian or New Zealand trained medical graduates.

If you are not sure if you are eligible, visit the Basic Training Frequently Asked Questions page or contact at prep_bt@racp.edu.au.

You may also be eligible to apply for Recognition of Prior Learning (RPL) for training completed overseas.

www.racp.edu.au/trainees/recognition-of-prior-learning

Important dates

- By 28 February – apply to start or re-register to commence training at the beginning of the year.
- By 28 February – apply to start or re-register to commence training mid-year
- 31 August – closing date for training commencing mid year.

Hospitals in each BPT network host BPT information evenings in May and August for JMOs each year.

Costs of training (2016)

PREP basic training fees	Annual registration	\$3,370	x 3 years
	Written examination	\$1,790	1 year
	Clinical examination	\$2,677	1 year
Advanced training fees	(Annual)	\$3,370	x 3 years

Average salary

Salaries in Australia vary slightly from state to state. Here are approximate figures for basic salaries in Australia.

	Approximate basic salary	Estimated salary after average overtime	Grossed up pay with salary packaging
Registrar	\$75–100,000	\$90–120,000	\$100–130,000
Consultant (specialist)	\$150–300,000	\$180–350,000	\$200–400,000

Recommended courses

There are three recommended courses designed to assist trainees preparing for the basic physician training FRACP Part 1 exam (written) and/or (clinical):

- 1** Royal Prince Alfred Basic Physician Training Revision Course
This course provides an intensive review of important and topical areas of internal medicine. It complements the core training received over the previous 12–18 months. See www.sswahs.nsw.gov.au/rpa/BPTCourse or www.rpacourse.com.au for further details.
- 2** DeltaMed FRACP Clinical Examination Prep Course
DeltaMed is a specialist organiser of medical education at the University of Melbourne. They run a two week FRACP written exam prep course, and a single day clinical exam to assist with preparation for the FRACP exams in adult medicine. See www.deltamed.com.au for further details.
- 3** Dunedin RACP Written Examination Revision Course
A two week residential program for individuals intending to sit the written component of the RACP examination, normally held in November each year. Registrations open in January. The 2015 course cost NZD \$2,700. Register online at: <https://secure-www.otago.ac.nz/conferences/racpwritten>.



Useful links

- Joining the BPT Program – Basic Training Team:
(02) 9256 5454; prep_bt@racp.edu.au
- International Medical Recruitment
www.imrmedical.com/
- 2016 NSW Basic Training Guide for PGY2s
www.racp.edu.au/docs/default-source/default-document-library/bt-nsw-guide-for-pgy2s.pdf?sfvrsn=12

Critical care medicine

Critical care medicine encompasses three specialties – emergency medicine, anaesthetics, and intensive care (ICU). There is a separate college governing each of these specialties, but this guide is intended for the JMO who is undecided but drawn to medicine in the acute setting. The aim here is to get you going in the right direction by providing an overview of critical care medicine.

It is increasingly common for JMOs interested in critical care to complete a senior resident medical officer year in PGY3 which is not streamed by the colleges or hospitals. Many hospitals/HETI training networks only allow those who are PGY3 and beyond to complete a 'critical care year', so this must be factored into your career plan – and kudos to you if you do have a plan at this point!

It is worth considering registering with a college at the start of PGY2 – it can be an expensive exercise, but has potential benefits such as making it more likely for you to get an anaesthetics or ICU term (depending on circumstances in your hospital), and it may show a commitment to training that your interviewers will appreciate.

The training process for becoming a fellow of the three critical care colleges is outlined in separate sections. The processes are similar, consisting of two years of prevocational training followed by five or six years of training within the colleges, divided into 'basic' and 'advanced' training. There is an acknowledged degree of overlap between anaesthetics and ICU – in fact conjoint training programs in intensive care are available to anaesthetic, physician, emergency medicine and surgical trainees. Similarly, trainees in emergency medicine will often complete an anaesthetics or ICU term as part of their rotations.

Consult NSW Health and ACT Health websites for a comprehensive online listing of job application and interview dates. Inquire with the specific college as to their application and interview dates, especially as these occur at different stages of training – corresponding PGYs may not be equivalent for each college's application purposes.

Further information

- Anaesthetics – see page 8.
- Emergency medicine – see page 19.
- Intensive care – see page 32.

Dermatology

Dermatology is a highly sought after career, and entry is extremely competitive with only 30% of candidates successful on their first application. With Australia being a world leader in skin diseases, it provides excellent opportunities in procedural work, patient contact and trialling of new and emerging treatment options.

Objectives

The overall objective of the training program of the Australasian College of Dermatologists (ACD) is:

To produce dermatologists who are safe, skilled and competent in the diagnosis and management of all aspects of diseases of the skin and its appendages, to supply specialist doctors to indigenous communities in order to improve outcomes for Aboriginal families, and to be able to respond to the changing health needs of the Australian community.

The College is committed to the following strategic objectives:

- Education and training for Trainees, Fellows and other health professionals in a variety of courses
- Ongoing professional development of its Fellows and Associated Members
- Defining and maintaining professional and ethical standards for all Fellows
- Ensuring quality dermatological service to the community and the delivery of care to all Australians, including indigenous and those living in rural, regional and remote areas
- Promoting public awareness of skin health and the prevention of disease through media, government and support groups
- Encouraging, supporting and promoting research to ensure best quality care of all patients
- Undertaking its objectives competently, efficiently and responsibly.

Approximately 300 Fellows of the College work in private practice throughout Australia with a considerable number also attending clinics at the major teaching hospitals in the capital cities, where the bulk of dermatology training is carried

out. Some Fellows have full time appointments in major hospitals and institutions. College also offers post-Fellowship training in particular area/s of interest. Fellows of the College practice in all states and territories of Australia and Regional Faculties are established in Queensland, New South Wales, Victoria, South Australia and Western Australia.

Training

Entry to the ACD training program is competitive and only open to registered medical practitioners who have resident status in Australia.

To achieve Fellowship of the College, a trainee must successfully complete the College training program and examinations. The length of full time training is four years consisting of:

- Two years of basic training
- Two years of advanced training.

Other areas of training offered by the College (eg Mohs surgery) vary in length and teaching mode to a maximum of twelve months full-time.

The College requires trainees to undertake different rotations as part of the dermatology training program. The State Faculties of the College are responsible for the rotation system and there are national guidelines in place governing this system.

Part time and shared training are available at a minimum commitment of 50% over two consecutive years. These are not available in the final year of training. The College will consider interrupted training on a case-by-case basis.

How to apply

Applications for admission to the training program are advertised in the News section of the ACD website www.dermcoll.edu.au and in the national press in February of each year, for admission into the program in the following year.

Applications open at the beginning of February and must be submitted online via the College website. The closing date for receipt of applications is normally 31 March each year.

As of 2015 all applicants will only be allowed to apply four times. That is, if an applicant applies in 2015, for commencement of training in 2016, and the applicant is unsuccessful, the applicant will be able to apply three more times.

If you have applied previously and been unsuccessful, you will become subject to this new ruling as of 2015.

Admission requirements

To be eligible to apply to the ACD you must be a registered medical practitioner and have completed a minimum of two years of postgraduate training (accredited PGY1 and PGY2 positions) by the time of commencing college training. Applicants should have permanent residency status in Australia or permitted to remain in Australia indefinitely. The College prefers applicants who have a wide range of clinical experience.

Interview

All interviews will be conducted by a national interview committee at the college premises in Sydney on a single weekend in August.

Offers

Candidates interviewed for each Faculty location will be ranked according to their performance on the National Selection Process. This ranked list is matched against their preferences and State Faculty representatives then consider the candidates for their state in relation to the number of positions available.

Important dates

- Beginning February – applications open.
- 31 March – applications close.
- August – trainee selection.

Assessment

Trainees undertake a series of assessments during their training to ensure they meet the required standard of performance in all aspects of dermatological practice. There are two types of assessment:

- Clinical Sciences on-line modules and the Pharmacology examination must be successfully completed/passed in the first twelve months of the training program in order to continue into second year.
- Final Fellowship examinations consist of:

Examinations:

- Online Competency Modules [CSOCM] and
- Pharmacology Examination

Both must be successfully completed/ passed within the first year of fulltime training (or part-time pro rata equivalent).

Final Fellowship examinations consist of:

- Fellowship Written and Viva Voce Examinations (to be completed within 10 years of commencement of training except IMGs). The Fellowship Examination cannot be attempted prior to the fourth year of training.

Costs of training (2016)

Trainee Selection Fees	\$1,600 (GST does not apply)
Clinical Sciences Modules	\$2,250 (GST does not apply)
Pharmacology Examination	\$1,000 (GST does not apply)
Fellowship examination	\$4,000
Full time training fee (includes IMGs in 12 or 24 months upskilling, per year)	\$5,363

Recommended courses

The completion of specific courses neither assists nor hinders an applicant's selection chances. Rather, the ACD seeks applicants who, during PGY1–2 have experienced as diverse a range of hospital departments and subspecialties as possible. Community-related activities, personal and family interests and hobbies and other similar areas which point to an interesting and varied work/life balance are also favourably considered.

Detailed information can be found in the ACD Training Program Handbook at www.dermcoll.edu.au/become-dermatologist-2/australian-medical-graduates/training-program-handbook-curriculum/.



Useful links

- The Australasian College of Dermatologists
www.dermcoll.edu.au/

Emergency medicine

In what other job could you:

- resuscitate an arresting 50-year-old
- reassure worried parents of a newborn
- reduce a dislocated shoulder in a 20-year-old
- recognise and treat malaria in a returned traveller
- team-lead a multi-trauma
- rule out a pulmonary embolism in a spritely 70-year-old
- return home on time, with no on call

all on the same day?

Emergency medicine is a high-intensity, diverse and stimulating specialty in which to work. It requires decisiveness, teamwork, resilience and excellent interpersonal skills as well as a breadth of knowledge across many facets of medicine.

There is nothing ordinary about Emergency Medicine.

Trainees undertake both emergency and non-emergency posts which include anaesthesia and/or intensive care. Other posts can include cardiology and general medicine and special skills such as toxicology, retrieval, medical education and research. A minimum paediatric requirement is also included.

How to apply

Submit an application for registration as a trainee to the college. The ACEM online application form is available at <https://acem.org.au/Education-Training/Specialist-Training/Manage-Your-Training-Program.aspx>

Admission requirements

To be eligible to enter Provisional Training you must prove:

- successful completion of a medical degree
- successful completion of 24 months of post-graduate clinical experience in a teaching setting
- current general registration as a medical practitioner in Australia or New Zealand.

Provisional Training

Training Time:

Provisional training is a minimum of 1 year FTE duration during which time the primary examination is completed. Of the 12 months a minimum of 6 months is required to be in an approved emergency department.

Assessments:

- **Structured References:** are conducted by three FACEMS who have directly supervised the trainee during the period to which the reference relates. The assessment serves as an indicator of the trainee's suitability to progress into Advanced Training.
- **Primary Exam:** an assessment of the basic sciences of anatomy, pathology, physiology and pharmacology comprising of a written and Viva component.
- **In-Training Assessments (ITA):** is an ACEM Workplace-based Assessment (WBA) of a trainee's performance in the workplace and are submitted on an ongoing basis until election to Fellowship is achieved.

Advanced Training

Training Time:

Advanced Training is a minimum 4 years FTE duration: 30 months in approved emergency departments, 12 months non-ED and 6 months of discretionary time where you can choose ED or Non-ED placements. Of the core ED time, 6 months occurs in a major referral and 6 months in either urban district or rural/ regional ED. Of the Non-ED time, 6 months occurs in Anaesthesia or Intensive Care placements.

Assessments:

- **Fellowship Exam:** a written component and a clinical component which examines at consultant level, with a focus on knowledge application.
- **Trainee Research requirement:** consisting of successful completion of a Trainee Project or an approved Coursework pathway.
- **Workplace-based Assessment (WBAs):** Include ITA and EM-WBAs:
 - ITAs are assessments of a trainee's performance in the workplace and are submitted on an ongoing basis until election to Fellowship is achieved.
 - EM-WBAs are conducted in a 'real life' clinical environment which include Direct Observation of Procedural Skills (DOPs), Mini-Clinical Evaluation Exercise (Mini-CEX), Case-based Discussion (CbD) and Shift Reports.

ACEM trainees undergo a variety of different assessments, exams and projects throughout their stages of training. You can explore in detail at <https://acem.org.au/Education-Training/Specialist-Training-Assessment-and-Exams.aspx>

Important dates

You can register as a trainee at any time except during the moratorium period, which is between 1 August and 30 September each year.

Costs of training (2016)

Entrance Registration Fee AU \$1,032 (one off)

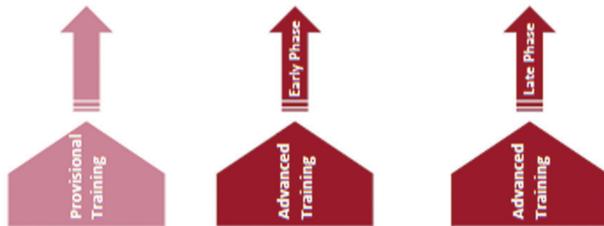
Annual Fee thereafter AU \$929

Recommended courses

Interested in Emergency Medicine but do not necessarily want to specialize?

The College also provide an Emergency Medicine Certificate and Diploma program that is widely recognized in Australasia. The courses benefit Career Medical Officers, Junior Medical Officers and Visiting Medical Officers/General Practitioners. <https://acem.org.au/Education-Training/Certificate-Diploma-Courses.aspx>

Stages of Training



FTE Training Time Requirements	
<p>12 months training in accredited/approved placements being:</p> <ul style="list-style-type: none"> 6 months ED training 6 months other training (ED or Non-ED) 	<p>6 months Critical Care in either ICU or Anaesthetics</p> <p>6 months in an accredited/approved Non-ED placement</p> <p>6 months discretionary time (ED or Non ED) <i>Please note that discretionary time spent in ED is subject to the site accreditation limits.</i></p> <p><i>(Within the 30 months of ED time both urban/rural regional and major referral requirements apply)</i></p>
<p>12 months in an accredited ED placement</p>	<p>18 months in an accredited ED placement</p>

Assessment Requirements	
<ul style="list-style-type: none"> Satisfactory completion of In-Training Assessments 3 satisfactory structured references based on a six month ED placement ACEM Primary Exam 	<p>The following may be completed in at any stage of Advanced Training:</p> <ul style="list-style-type: none"> Paediatric requirement Trainee Research or Coursework
<ul style="list-style-type: none"> Satisfactory completion of In-Training Assessments Minimum of 12 Emergency Medicine Workplace-Based Assessments (EM-WBAs) 	<ul style="list-style-type: none"> Satisfactory completion of In-Training Assessments Minimum of 18 Emergency Medicine WBAs Fellowship Written (eligible to sit after successful completion of Early Phase EM-WBAs which includes completion of 12 months of accredited ED training) Fellowship Clinical (eligible to sit after successful completion of 36 months of training, trainee research requirement and Fellowship written)

General and acute care medicine

General physicians (or specialists in internal medicine) have expertise in the diagnosis and management of complex, chronic and multisystem disorders. They are able to coordinate patient care and work within a multidisciplinary team to optimise health outcomes for individuals and groups. General physicians have a breadth of expertise that spans acute hospital and ambulatory care settings. Their work is not limited by patient age, diagnostic category or treatment intent. Notable rewards include the privilege of being able to offer whole-person care to the same individual at different times, for different conditions, with expertly utilising a highlevel biopsychosocial approach.

General physicians ensure the delivery of efficient, cost-effective and safe care for the community. Their expertise is particularly needed in remote and rural areas where there are very few organ-system subspecialists. General physicians also practise in many niche areas such as perioperative medicine, obstetric medicine, acute stroke medicine, clinical pharmacology, palliative care, and acute care of the elderly. General physicians also contribute to workforce development, and are leaders in medical education and health policy formulation.

Academic and research opportunities also exist in general medicine, particularly in the areas of clinical epidemiology and health systems performance.

Recently, acute care medicine has begun to evolve as a distinct entity within general medicine. Training in general and acute care medicine prepares the physician to assume a consultant role in undifferentiated acute medical admissions services. This may be in the setting of an acute medical unit (AMU) or a medical assessment and planning unit (MAPU). Some training in acute care medicine is a required component of general physician training, as is a component of chronic and ambulatory care.

Training

The Royal Australasian College of Physicians offers Advanced Training in the specialty field of General and Acute Care Medicine.

A handbook called PREP Advanced Training in General and Acute Care Medicine Program Requirements Handbook is updated and published annually to ensure that the requirements for PREP Advanced Training in General and Acute Care Medicine are in line with educational best practice. It is the responsibility of the

trainee to ensure that they are following the correct guidelines for that training year. This handbook is available at www.racp.edu.au/trainees/advanced-training/advanced-training-programs/general-and-acute-care-medicine.

Training duration is 36 months (full-time equivalent), this consists of:

- 24 months core training
- 12 months of non-core training.

The required content of this training program is defined by the learning objectives outlined in the General Medicine Advanced Training Curriculum and the Professional Qualities Curriculum.

Admission requirements

Trainees may commence an Advanced Training Program following their satisfactory completion of Basic Training requirements, including success in the Divisional Written and Clinical Examinations, and appointment to an accredited Advanced Training position. They must also hold current medical registration.

How to apply

Trainees need to secure an Advanced Training position at a suitable training site. Once secured, they must prospectively apply to the committee for approval by completing an application for approval of Advanced Training to the SAC in General and Acute Care Medicine and submit it to the College by the relevant date (either 28 February or 31 August). Applications can be made online via the College website <http://www.racp.edu.au/>. It is the trainee's responsibility to organise the timely submission of all necessary documentation. Trainees and supervisors must each keep a copy of the application for future reference.

Following application, the Committee will consider the application and decide if the training period is approved. This decision will then be communicated to the trainee via the Advanced Training Portal. Upon approval of training, trainees will be prompted to pay their training fees.

It is also the trainee's responsibility to read and sign the Statement of Responsibilities in Advanced Training at the beginning of each term of training and keep it as a personal record. It should not be returned to the College.

Trainees should refer to the *Progression Through Training Policy* on the College website for further information on applying for approval of Advanced Training.

Important dates

28 February and 31 August – applications for approval of Advanced Training due.

Costs of training (2016)

Training fees contribute to funding essential services including:

- eLearning materials
- accreditation of training settings
- approval, review and certification of training
- regular review and monitoring of program requirements
- training portals for recording educational activities
- new forms of workplace-based assessment
- the provision of support for trainees and supervisors, including onsite support
- facilitation of trainee and supervisor input into the development and evaluation of the College's training programs
- development of education policies
- training and other resources for supervisors.

RACP Advanced Training (Adult and Paeds)

Annual Training Fee	\$3,370
Retrospective Accreditation (12 months)	\$3,370



Useful links

- <http://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/general-and-acute-care-medicine>

General practice

General practitioners are some of the most essential members of the medical community. Being the first port of call for most patients, they are the gatekeepers to the rest of the health system. With the chance to work flexibly, train and work in both rural and urban Australia, have specialist areas of interest, and create long lasting therapeutic relationships with patients and their families, general practice is a wonderful career.

AGPT program

The Australian General Practice Training (AGPT) program is managed and funded by General Practice Education and Training Limited (GPET), a wholly owned government company. An approach to market was conducted in 2015 to expand the regional footprint of each training boundary and to reduce the number of training providers. Nine Regional Training Organisations were selected to cover 11 geographic training regions across Australia. GPET also manages and funds the Prevocational General Practice Placements Program (PGPPP). For more information please refer to www.agpt.com.au/

Training

There are two professional general practice colleges in Australia – the Royal Australian College of General Practitioners (RACGP) and the Australian College of Rural and Remote Medicine (ACRRM). The two vocational endpoints of the AGPT program are Fellowship of the RACGP (FRACGP) and Fellowship of ACRRM (FACRRM), both of which lead to specialist registration as a general practitioner with the Medical Board of Australia. Throughout the integrated training and assessment program the focus and experience is based in or on the context of rural and remote practice. This develops the trainee's confidence and competence towards practicing independently.

FRACGP: three year program

- 12 months of hospital residency
- 18 months of GP placements
- 6 months of extended skills training
- optional fourth year – advanced skills training.

FACRRM: four year program

- Core Clinical Training (12 months of hospital residency)
- Primary Rural and Remote Training (24 months in a variety of settings including general practices, rural hospitals, Aboriginal Medical Services (AMS), retrieval services)
- Advanced Specialised Training (12 months of advanced specialised training in one of eleven disciplines)

How to apply

Stage 1: application and eligibility check

Applicants submit an online application during the application period: mid April to mid May each year. GPET then confirm each applicant's eligibility to determine if they can proceed to the next stage.

Stage 2: national assessment

Eligible applicants attend a national assessment centre in late June, where they will undertake a situational judgement test and multiple mini-interviews. Both assessments determine each applicant's score. Applicants are informed of their score and given the opportunity to review their training region preferences.

Depending on an applicant's score and training region preferences, it is established if the applicant can be shortlisted to a training region for consideration and a possible placement offer.

Stage 3: regional training provider selection and placement offers

Shortlisted applicants will have their application reviewed by their matched training region. The training region may ask for additional information or an interview.

The training region will then decide whether to offer the applicant a training place on the AGPT program. The applicant will be formally notified as to whether they have been offered a training place. If offered a place, the applicant then accepts or declines the offer.

In this stage you should decide whether you will take the ACRRM pathway, the RACGP pathway, or both. An early decision will help ensure your training is relevant, and that you can take advantage of suitable placements that arise.

More information about the application and selection process can be found in the AGPT Applicant Guide available for download from the AGPT website at www.agpt.com.au.

Admission requirements

You can apply in your intern year. There are no mandatory rotations that must be completed before the application process. As such, there are also no recommended/prerequisite courses before application or admission.

For further information on eligibility requirements go to:

www.gpet.com.au/Junior-doctors/Australian-General-Practice-Training--AGPT--programme/New-Applicants.

Important dates

Applications for the AGPT program are normally open in April and closes in May.

National assessment centres will be conducted throughout June and July.

The AGPT website will be updated with detailed information in the lead-up to the application period.

Number of trainees

For the 2016 trainee year, 1500 places were available. The same number is expected for the 2017 training year.

Average salary

Salaries vary a great deal as a GP but could be approximated at \$150,000–\$300,000 per year. The GP Registrar Association website has a GP earnings calculator based on a number of different variables.

Find it at <https://gpra.org.au/gp-earnings-calculator/>.

Costs of training (2016)

There is no application fee!

Total RACGP exam (all components) is \$8,000.

Total ACRRM fee for 2015-2016 can be found at:

www.acrrm.org.au/docs/default-source/documents/training-towards-fellowship/ip-fees-schedule.pdf?sfvrsn=4



Useful links

- The best place to start looking for further information is the AGPT website, which includes links to websites of the regional training providers:
www.agpt.com.au
- Australian College of Rural & Remote Medicine:
www.acrrm.org.au
- Royal Australian College of General Practitioners:
www.racgp.org.au

Hospital Skills Program

The Hospital Skills Program (HSP) is a professional development program managed by HETI for doctors who are not in specialist training and who are working in NSW hospitals. HSP gives you a career path with diverse opportunities and the flexibility to accommodate both your personal goals and the needs of your employer. HSP training is self-directed and can accommodate multiskilling or the development of a special interest within hospital medicine.

In the NSW public health sector there are approximately 1200 career medical officers, multi-skilled medical officers, GP visiting medical officers and senior resident medical officers working in both hospital and community settings. The largest group work in emergency departments, but others work in other clinical areas including addiction medicine, aboriginal health, rural health, emergency department, children's health, mental health, sexual health, aged care, women's health, core skills and hospital medicine.

Curriculum Framework Modules

Curriculum Framework modules have been developed for core skills, hospital medicine, emergency skills, mental health, aged care, children's health and women's health, addiction medicine, sexual health, Aboriginal health and rural medicine.

There is no pass/fail in the HSP; it is a program which provides continuing professional development opportunities in the workplace tailored to your needs and ensures "fit for purpose" clinicians working across a range of specialties.

How to apply

To enrol in the HSP go to www.heti.nsw.gov.au/hsp and click on the enrolment link.

Admission requirements

The HSP is for doctors working in NSW hospitals who are not undertaking and have not completed college supervised specialist training. This may include career medical officers, multi skilled medical officers, senior resident medical officers, 'hospitalists' and 'senior hospitalists' or general practitioners who are performing a role within a hospital.

Important dates

Training is conducted through HSP networks all year round – your network director of hospital training and education support officer will have developed a training calendar for training opportunities you can access.

Cost of training (2016)

Training is usually provided at no cost to participants. For more specialised training, a nominal fee may be charged.

Recommended courses

- www.heti.nsw.gov.au/hsp for information about training opportunities and to get access to the HSP newsletter
- www.heti.nsw.gov.au/programs/hospital-skills
- www.heti.nsw.gov.au/courses/master-clinical-medicine

Intensive care

Intensive care medicine involves the assessment, stabilisation and ongoing care of patients who require special observation and support or are critically ill. Many hospitals though not all, have an intensive care unit (ICU) which is a ward where patients who are very sick are provided with a higher level of medical care and observation than other areas in the hospital can provide.

The College is the organisation responsible for providing training in intensive care medicine. Following the completion of a basic medical degree and some time working in a hospital, doctors will join the College to undertake an additional six years of training to become fully qualified to specialise in intensive care medicine. The College is the sole provider of a qualification in intensive care medicine in Australia and New Zealand.

Training

The training program in intensive care medicine is a minimum of six years and each trainee's requirements will vary depending on prior experience and qualifications. The required 42 months of specific intensive care training is divided into three stages:

Foundation Training 6 months (undertaken prior to selection into the program),
Core Training 24 months, and a Transition Year of 12 months.

Other required training time includes Clinical Anaesthesia 12 months, Clinical Medicine 12 months, Elective 6 months, Rural exposure (any discipline) 3 months, and Paediatric exposure 6-12 months.

How to apply

To request an Application Pack please email: training@cicm.org.au.

Admission requirements

In order to proceed with applying to be a registered trainee of the College, applicants must be able to answer "YES" to all of the following questions:

- 1 Do you possess a primary medical degree?
- 2 Have you successfully completed a 12 month internship (Post Graduate Year 1)?

- 3 If applicable, have you obtained limited registration with the Medical Board of Australia under the National Registration and Accreditation Scheme OR Limited registration for postgraduate training or supervised practice as set out in the Medical Board of Australia Registration Standard.
- 4 Have you obtained documentary evidence of medical registration in Australia or New Zealand that can be submitted with your application?
- 5 Have you completed 6 months intensive care supervised experience in a CICM accredited unit within the last 3 years?
- 6 Are you able to obtain:
 - Two structured references from CICM Fellows who directly supervised you during your 6 months experience

OR

 - Two structured references from intensive care specialists (non CICM Fellows) who have directly supervised you during your 6 months experience.

Important dates

The Trainee Selection Panel will meet four times a year to assess applications. The dates of these meetings are published on the CICM Website www.cicm.org.au

Costs of training (2015)*

Registration fee	\$1,750
Training Assessment Fee	\$570
Annual Training Fee	\$1,450
Admission to fellowship fee	\$1,166
Examination fee – First Part	\$3,440
Examination fee – Second Part	\$3,440

Please visit www.cicm.org.au for full details of the fees.

** Please note that at the time of revision, the fees structure for 2016 was not available from the College. Kindly refer to their website for current fees.*

Medical administration

Specialising in medical administration provides the opportunity to use the medical knowledge, skills and judgement of a clinician for the health and well-being of the public through a career based on management rather than direct patient care.

Effective medical leadership is essential in improving the performance of health systems and services. Clinical leaders can champion change and best practice. Specialist medical managers (medical administrators) apply their added knowledge and skills to influence the work environment and organisational goals to achieve quality care and services.

The Royal Australasian College of Medical Administration (RACMA) offers professional qualification in the speciality of medical administration. The RACMA Fellowship Training Program is designed to assist doctors to make the transition from clinical practice to medical administration, at all levels in the health system. Fellows of RACMA progress quickly to positions of seniority that are diverse, such as Heads of country and health authorities, chief executives of hospitals, universities, heads of medical schools and universities, heads of divisions of medical services, chief health officers of government jurisdictions, consultants to governments and private sector health services. Fellows are also found in public policy and health program management, in information technology, and in pharmaceuticals, biotechnological and blood and blood product services industries, in Australia and around the world.

Training

The medical leadership and management curriculum of RACMA informs the process by which a medical practitioner in Australasia attains the accredited speciality qualification in medical administration and maintains and furthers their knowledge and skills through continuing professional development. The curriculum aims to produce medical practitioners who use their clinical training and experience and their specialist medical management expertise to lead health service delivery.

The RACMA Medical Leadership and Management Curriculum brings into sharper focus the role and development of RACMA Fellows as leaders. Leadership infuses all aspects of the RACMA curriculum.

The structure and assessment framework of the Fellowship Training Program has three layers that are aligned with the Medical Leadership and Management Curriculum framework: www.racma.edu.au/index.php?option=com_content&view=article&id=393&Itemid=104

I. Supervised workplace practice in medical management – workplace training undertaken for the development of the medical leadership and management competencies. Your contribution will provide high quality medical administration to your employing Organisation, associated organisations and other relevant groups. Candidates must complete a minimum of 3 years full time equivalent (FTE) of Time in Training in Supervised Workplace Practice to be eligible for Fellowship. Part-time Candidates must be at least 0.5 FTE in a medical administration position.

II. Formal academic studies at an approved university of a Masters program to provide theoretical underpinning to the experimental components of the Fellowship Training Program in medical administration.

III. RACMA Fellowship Training Program and its Assessment – the training courses comprise of a variety of learning activities, resources, webinars, learning sets, online modules and is defined by three key competency roles: Leader, Scholar and Manager.

These would comprise of a range of competency levels such as Medical Experts, Communicator, Collaborator, Health Advocate and Professional. Candidates must undertake Jurisdictional and National Trial Examination and achieve satisfactory grade in the College's Oral Examination to be eligible for Fellowship.

Research Project

Another significant component of the Fellowship Training Program is the completion of a research based paper for oral and written assessment, as part of the Research Training Program. This may be undertaken as part of an extension to the Candidates' university Masters program.

www.racma.edu.au/index.php?option=com_content&view=article&id=398&Itemid=112

Candidates must be in an accredited training post/substantive position under supervision to be eligible to enter, continue with and re-enrol during the Fellowship Training Program. Candidates must complete a minimum of 3 years FTE of Time in Training in Supervised Workplace Practice to be eligible for Fellowship. Part-time Candidates must be at least 0.5 FTE in a medical administration position.

How to Apply

Applications should be submitted as per the applications instructions and application forms as displayed on RACMA website. This training program is 3 up to 6 years (depending on a candidate's part-time or full-time status).

Suitably qualified doctors may apply for Candidacy (Standard Pathway) and train to become Fellows of the College. To be eligible for Candidacy, a doctor must show evidence of the following requirements:

- An undergraduate medical degree from a recognized Australian or New Zealand university, or equivalent.
- Current medical registration in Australia or New Zealand.
- A minimum of three years full time clinical experience involving direct patient care.
- A medical management position. This may be a training post or a substantive position that will allow the Candidate to develop the appropriate competencies medical management competencies. This post will normally be in Australia or New Zealand.

Information about applications and Fellowship Training via Standard Pathway is on RACMA website under: www.racma.edu.au/index.php?option=com_content&task=view&id=383&Itemid=159

The accelerated pathway

Applicants for the accelerated pathway entry to the RACMA Fellowship Training Program must at the minimum meet all the requirements for standard pathway entry to the RACMA Fellowship Training Program as well as additional attributes that demonstrate significant experience, background and leadership in Medical Administration. Applicants will need to demonstrate to a Panel of senior RACMA Fellows that they have relevant existing competencies (advanced standing) which qualify them for entry to a modified training program. Postgraduate studies (eg, fellowship of another specialist medical college or formal postgraduate studies in health or business management from a RACMA recognised university) would be an advantage.

All applicants for accelerated pathway entry must have current practicing medical registration in Australia, New Zealand or Hong Kong. Hong Kong applicants will be eligible to apply (with the support of the Hong Kong College of Community Medicine.) Hong Kong applicants who attain Fellowship of RACMA will not qualify to practice as specialist medical administrators in Australasia.

Important dates

Applications for Candidacy via Standard and Accelerated Pathway to RACMA training for Fellowship in Medical Administration in 2015 opened in July. Those who are interested should peruse RACMA Website and/or contact the National Office to inquire.

Fellowship Training Program commences its academic year in February.

Costs of training (2015)*

Category	Total (\$AUD)
Subscriptions Fee:	
Candidate	990
Fellowship Training Program Fees:	
Training enrolment fee	875
Credit Application Fee	258
Deferred training (Aust & NZ)	620.40
Annual Training Fees include:	
Medical Management Practice Program (MMPP)	900
Leadership Program	400
Research Training Program Fees	773
Medical Leadership Workshop (2 days)	1,695

Note: RACMA Candidacy Fees are subject to change without notice and it is recommended to refer to the RACMA Website for up-to-date information prior to submitting applications. All College's fees are listed on: www.racma.edu.au/index.php?option=com_content&view=article&id=514&Itemid=100

Accelerated Pathway applications and fees are applicable only for senior doctors with extensive experience in medical management. RACMA also offers a variety of CPD programs to Fellows and Clinicians.



Useful links

- Fellowship training program information www.racma.edu.au/index.php?option=com_content&view=category&id=4&Itemid=110
- www.racma.edu.au

* Please note that at the time of revision, the fees structure for 2016 was not available from the College. Kindly refer to their website for current fees.

Obstetrics and gynaecology

If you have a keen interest in women's health and enjoy the diversity offered by a good balance between patient care and surgical procedures, then obstetrics and gynaecology (O&G) is for you.

Training

Training for Fellowship of the Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) requires at least six years:

- four year Core Training Program
- two year Advanced Training Program.

Core Training Program

The four-year Core Training Program includes:

- rotation through at least two different hospitals, with at least 12 months in a tertiary hospital and six months in a rural hospital logged clinical work in obstetrics and gynaecology
- completion of eLearning tasks, hospital and College based education activities, and various relevant courses and workshops
- exposure to subspecialty disciplines
- formative and summative assessments, including written and structured oral examinations and workplace based assessments (for more information refer to: www.ranzcog.edu.au/education-a-training/specialist-training.html)

Advanced Training

Advanced training is the final two years of training for Fellowship of RANZCOG. Training can be tailored to the interests and needs of the individual, but usually focuses on one of the following areas: general obstetrics and gynaecology, general gynaecological surgery, areas of special interest, provincial practice, research, practice in resource-limited settings or commencing subspecialty training.

Subspecialty Training

The College offers subspecialty training in the following areas: gynaecological oncology, obstetrical and gynaecological ultrasound, maternal–fetal medicine, reproductive endocrinology and infertility, and urogynaecology.

The subspecialty training programs take three years to complete and training may commence during advanced training or at any stage after becoming a fellow of the College.

How to apply

The application process involves online registration and an online application form, including an abbreviated curriculum vitae and nomination of referees.

The selection process uses a selection score, based on:

- curriculum vitae – scored according to criteria derived from the eligibility selection criteria
- referee reports
- interview (for those who are shortlisted).

Admission requirements

To be eligible to apply for the FRANZCOG Training Program, applicants must:

- have unconditional general medical registration
- meet any permanent residency/visa requirements required for hospital employment in the state in which applicant intends to train.

Important dates

For positions in Australia, applications open around mid-April and close in mid-May each year. Interviews in Australia are usually conducted in early-August.

Costs of training (2016)

Application fee (non-refundable)	\$900 (+GST)
Annual training fees	\$2,950 (+GST)

Recommended courses

RANZCOG runs several online training modules at: online.ranzcog.edu.au.

Fields of specialty practice

- Generalist O&G
- Gynaecological oncology
- Maternal–fetal medicine
- Obstetrics and gynaecological ultrasound
- Reproductive endocrinology and infertility
- Urogynaecology
- Academic O&G

See: www.ranzcog.edu.au/about-specialist-training.html



Useful links

- The above information is based on information obtained from the RANZCOG Website, and is subject to change.
See: www.ranzcog.edu.au/about-specialist-training.html

Occupational and environmental medicine

Occupational Medicine takes a preventative approach to health and safety in the workplace by looking at how a work environment can affect a person's health, and how a person's health can affect their work. Environmental Medicine is primarily concerned with the human health impacts of industrial practices on the broader environment outside of the industrial site.

Occupational and Environmental Physicians (OEPs) provide specialist knowledge to ensure a healthy, productive workforce and connect a workplace with the diverse range of health services necessary to optimise the health and wellbeing of employees. OEPs work with governments, regulators, employers, workers and other health professionals to ensure positive health outcomes for workers and employers.

Training

All trainees are assigned to a state/regional scheme within the training program of the Australasian Faculty of Occupational and Environmental Medicine (AFOEM), and are supported by a supervisor, attendance at educational meetings and online resources and learning tools.

- Successful graduates are awarded Fellowship of the Australasian Faculty of Occupational and Environmental Medicine: FAFOEM (RACP).
- Trainees develop the knowledge, skills and behaviours to practise OEM effectively as an OEP. The OEM Training Program is:
 - Conducted primarily in community settings, not in registrar-level rotations at accredited training sites
 - Based around three stages of training (Stage A, B and C)
 - Stage A emphasises clinical skills, critical appraisal skills and professional qualities (Basic Training level)
 - Stage B includes all the special features that distinguish OEM - fitness and return to work, interacting with organisations, relevant law, and assessment of work-related hazards and environmental risks and incidents (Advanced Training level)
 - Stage C addresses the abilities that distinguish an OEP including high-level communication, policy development, funding/staffing a service, and completion of research (Advanced Training level)

The training program builds nine key competencies that reflect the clinical, preventive and population-based aspects of OEM:

- o Clinical Practice
- o Workplace Hazard Assessment
- o Critical Appraisal
- o Research Methods
- o Working with Leaders
- o Professional Qualities
- o Law and Medicine
- o Fitness and Return to Work
- o Environment

How to apply

New trainees will need to meet eligibility criteria to start the OEM training program and complete an application form.

[www.racp.edu.au/trainees/advanced-training/apply-to-start-advanced-training#OEM Eligibility criteria](http://www.racp.edu.au/trainees/advanced-training/apply-to-start-advanced-training#OEM_Eligibility_criteria)

Admission requirements

To be eligible to enter the AFOEM Training Program a trainee must meet the following criteria:

- have General medical registration with the Medical Board of Australia if undertaking training in Australia, or medical registration with general scope of practice with the Medical Council of New Zealand if undertaking training in New Zealand
- have completed at least two full-time years of postgraduate general clinical experience
- have applied for (with the intent of enrolling and continuing), or completed an appropriate post graduate course at diploma level or above in occupational and environmental health or a related field deemed appropriate by the Faculty Education Committee
- hold a position of employment that requires on average no less than twenty (20) hours of occupational and environmental medicine practice per week

- have reached an agreement with a Fellow of AFOEM to be Educational Supervisor, or instead, where appropriate, to have reached agreement with the Regional Director of Training (DoT)
- have not been involuntarily discontinued because of failure to progress from any College training program
- agree to comply with the Faculty training requirements and administrative procedures for the duration of the program.

Important dates

There are two intake dates:

- 15 February – Annual application for Advanced Training start or continue training in February.
- 31 August – Annual application for Advanced Training (all programs) start or continue training mid-year.

Costs of training (2016)

Annual AFOEM training fee	\$3,370
AFOEM written examination fee (Stage A & B)	\$1,790 (each)
AFOEM practical examination fee	\$2,677

Recommended courses

Doctors considering occupational and environmental medicine training may like to consider postgraduate qualifications (graduate certificate, diploma or masters degree) or vocational training in the following areas:

- occupational and environmental health
- occupational health and safety
- environmental management
- health policy.



Useful links

Australasian Faculty of Occupational and Environmental Medicine
www.racp.edu.au/about/racps-structure/australasian-faculty-of-occupational-and-environmental-medicine

Ophthalmology

Ophthalmology allows practitioners to act as both physicians and surgeons to treat a very significant organ in the body. Between clinical work, ocular surgery, involvement in the management of systemic disease where the eye is affected, and the opportunity to work in the developing world, ophthalmology provides opportunities for a fulfilling and rewarding career.

Admission requirements

Entry to ophthalmology training is very competitive. Each year the Royal Australian and New Zealand College of Ophthalmologists (RANZCO) invites medical doctors who satisfy the application prerequisites to register for the National Ophthalmic Matching Program (NOMP) for selection onto the RANZCO vocational training program. Applicants also need to be appointed for employment to an accredited ophthalmology training position in any of the six RANZCO training networks in Australia and New Zealand. Each of the networks conducts a selection process for appointments for employment through a hospital or health authority selection committee.

The prerequisites to apply to the college for selection are:

- having a medical degree with full registration to practice medicine in either New Zealand or Australia
- being a citizen or permanent resident of Australia or New Zealand
- completion of a minimum of two years (including the intern year) post graduate pre-vocational experience at the commencement of your ophthalmology training. The requirements are that you should have a broad experience across a range of non ophthalmic medical, surgical and clinical settings with a minimum of 21 months in such posts.

The seven key roles underpinning selection, training and assessment are: ophthalmic expert and clinical decision maker, communicator, collaborator, manager, health advocate, scholar, and professional. Referees will be asked to comment on your performance in each of the key roles.

If you are unsuccessful in your application for selection, and remain interested in ophthalmology training, you should consider applying in the following year. RANZCO accepts registrations from any doctor who meets the prerequisites in whatever years they choose to register. Also it is likely that an applicant on a second or later occasion will be able to present claims of enhanced experience, thus possibly improving their ranking.

Important dates

The registration form for RANZCO training is made available on the college website in March each year. Registrations usually close in late April or early May. Successful applicants for selection are usually notified of the results of the NOMP in September.

Training

Once selected onto the five year vocational training program, RANZCO trainees commence basic training (years 1 and 2). Basic trainees will:

- pass the clinical ophthalmic pharmacology and emergency medicine exam and sit the anatomy examinations after selection to the RANZCO vocational training program and prior to commencement of accredited training
- complete and submit the ophthalmology induction assessment and pre-surgical skills assessment within three months of commencement of accredited training
- satisfy all term requirements, pass all ophthalmic science assessments and pass the ophthalmic basic competencies and knowledge test within the first 18 months.

Advanced Trainees (years 3 and 4), will:

- obtain an appointment to an advanced training post from year 3
- meet all requirements to be eligible to sit the advanced examination in ophthalmic pathology from year 3
- sit and pass ophthalmic pathology, usually in year 3
- demonstrate eligibility to sit the RANZCO advanced clinical exam in year 4
- sit and pass the RANZCO advanced clinical exam
- pass all work based assessment requirements.

Work-based assessment and research

During the course of the five year training program RANZCO trainees will:

- maintain a surgical logbook, complete work-based assessments for each rotation, and complete the clinical curriculum performance standard spread sheet in consultation with term supervisors during basic and advanced training
- meet all requirements for the seven key roles and competencies of the specialist ophthalmologist
- meet the research requirement of the training program by the end of the final year.

On completion of the vocational training program graduates are eligible to apply for fellowship of the RANZCO.

How to apply

Doctors who meet all of the RANZCO prerequisites need to first register for the NOMP on the registration form available on the RANZCO website www.ranzco.edu.

After registering for NOMP, applicants must separately apply for employment and appointment to an accredited ophthalmology training position in any of the six RANZCO training networks in Australia and New Zealand. Recruitment in New Zealand, Western Australia, South Australia, Victoria, Queensland and New South Wales usually takes place between June and August each year and applicants are advised to consult the employing hospital or health authority's website.

Costs of registration and training (2015)*

NOMP registration	\$450
Trainee membership	\$360 per year
Vocational training program training fees	\$2900 per year

Recommended courses

Before you apply it is in your interest to have taken all opportunities to assess, appraise and judge your fitness to perform fine diagnostic and surgical procedures. These require good fine motor skills, adequate hand/foot/eye coordination, and stereoscopic depth perception.

** Please note that at the time of revision, the fees structure for 2016 was not available from the College. Kindly refer to their website for current fees.*

General Paediatrics

General paediatrics is a broad based multidisciplinary specialty, which, on referral from primary care providers, provides expert diagnosis, treatment and care for infants, children and young people aged up to 19 years.

Training

The Royal Australasian College of Physicians (RACP) Physician Readiness for Expert Practice program (PREP) oversees the training of qualified medical practitioners who wish to become paediatricians in Australia or New Zealand.

RACP's PREP training program requires a minimum of six years to complete including:

- three years of basic training
- college written and clinical examinations
- three or more years of advanced training.

How to apply

Applications to join the PREP program are made via the RACP online registration system www.racp.edu.au/registration/introduction/start.

You should contact the director of physician/paediatric education responsible for training at your hospital to discuss training prior to applying via the College website.

All trainees must register on an annual basis to outline their proposed training for the year.

Up to six months of adult medicine terms can be counted towards paediatric training. Although it is currently possible to have up to a year of training retrospectively approved (recognition of prior learning), this is likely to change in future. Also, there are ongoing assessments as part of the PREP training program which are best completed during the period of training rather than retrospectively. For these reasons, trainees who are planning to pursue a career in paediatrics and who are working in adult hospitals in PGY2 are advised to register with the (adult medicine) director of physician training as early as possible.

Trainees should refer to the relevant RACP handbook for the administrative requirements of the program.

Admission requirements

You must be employed in an accredited training hospital to apply for the RACP training program. A centralised recruitment process is used in NSW.

To be eligible to apply to join the PREP program, you must complete an intern year and have general medical registration and obtain a basic physician training position at an accredited hospital.

As of 1 January 2013, under the Progression Through Training Policy, all Basic Trainees are part of the PREP (Physician Readiness for Expert Practice) Program. This means that, until both the Written and Clinical Examinations are complete, all Basic Trainees must complete PREP Tools unless on a period of prospectively approved interruption.

Important dates

28 February – registration for each year of basic training (you must register every year). If you wish to start or re-register to commence training mid-year, the due date is 31 August.

Costs of training (2016)

The annual registration fee is \$3,370. See the RACP website www.racp.edu.au/trainees/training-fees for more information on fees.

Fields of specialty practice

- Clinical genetics
- Community child health
- General paediatrics
- Neonatal and perinatal medicine
- Paediatric cardiology
- Paediatric clinical pharmacology
- Paediatric emergency medicine
- Paediatric endocrinology
- Paediatric gastroenterology and hepatology
- Paediatric haematology
- Paediatric immunology and allergy
- Paediatric infectious diseases
- Paediatric intensive care medicine
- Paediatric medical oncology
- Paediatric nephrology
- Paediatric neurology
- Paediatric nuclear medicine
- Paediatric palliative medicine
- Paediatric rehabilitation medicine
- Paediatric respiratory and sleep medicine
- Paediatric rheumatology



Useful links

2016 NSW Basic Training Guide for PGY2s:

[www.racp.edu.au/docs/default-source/default-document-library/
bt-nsw-guide-for-pgy2s.pdf?sfvrsn=12](http://www.racp.edu.au/docs/default-source/default-document-library/bt-nsw-guide-for-pgy2s.pdf?sfvrsn=12)

Palliative medicine

Palliative medicine is focused on managing patients with active, progressive, far advanced disease or life limiting illness, where quality of life is the focus of care. Training emphasises the clinical aspects of palliative medicine including diagnosis and management of major symptoms and pain, clinical pharmacology, the awareness of medical and non-medical tools, and the social and pastoral support of individuals and their families.

Training

A candidate can enter into the advanced training program either by completing RACP basic training or by award of fellowship from one of the nominated medical colleges. Upon completion of the advanced training program, trainees that enter through the RACP pathway (i.e. they complete basic training) will receive Fellowship of the Royal Australasian College of Physicians (FRACP) and Fellowship of the Australasian Chapter of Palliative Medicine (FACHPM).

Trainees who enter through the chapter pathway will only receive FACHPM

Candidates from both pathways train under the same curriculum.

Training must be undertaken at an accredited site. There are numerous accredited training sites across Australia and New Zealand. The advanced training in palliative medicine consists of six training terms, each six months in length, which can be completed in any order:

- inpatient unit/hospice
- community setting
- teaching hospital/consultation
- palliative medicine variable (trainee is to undertake a further six months training in one of the above mentioned settings)
- oncology
- non-core (other specialty related to palliative medicine, research or academic study).

Candidates are required to complete a case study within their first year of advanced training and a research project within the final year of advanced training.

The online learning module on Pain Management will be available to all advanced trainees in 2014 as a recommended learning resource and will be made a mandatory training requirement in 2015.

It is recommended that advanced trainees attend the Communication Skills Workshop offered through the RACP.

How to apply

For candidates who enter via the Chapter pathway will need to submit an Application for Entry into the training program before beginning advanced training. It is the responsibility of the candidate to secure a suitable position in an accredited hospital for training. Having secured a training position, the candidate submits an application for approval of training, which is available via <http://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/palliative-medicine>.

Admission requirements

FRACP pathway

To enter advanced training in palliative medicine, trainees must meet the following RACP requirements:

- completion of 36 months of satisfactory basic training (including any module requirements)
- success in the RACP written and clinical examinations
- acceptance into an advanced training program, where applicable.

For trainees who apply for paediatric palliative medicine, they must have at least completed basic paediatric physician training.

FACHPM pathway

In order to enter the training program, an applicant must:

- 1** Be a registered medical practitioner in Australia or New Zealand
- 2** Trainees must be a Fellow of one of the following colleges/faculties:
 - Australian and New Zealand College of Anaesthetists (FANZCA)
 - Australian College of Rural and Remote Medicine (FACRRM)
 - Royal Australasian College of Surgeons (FRACS)
 - Royal Australian and New Zealand College of Obstetricians and Gynaecologists (FRANZCOG)
 - Royal Australian and New Zealand College of Psychiatrists (FRANZCP)
 - Royal Australian and New Zealand College of Radiologists (FRANZCR)
 - Royal Australian College of General Practitioners (FRACGP)

- Royal New Zealand College of General Practitioners (FRNZCGP)
- Australasian Faculty of Rehabilitation Medicine (FAFRM)
- Faculty of Pain Medicine (FFPMANZCA)
- College of Intensive Care Medicine (FCICM)
- Australasian College for Emergency Medicine (FACEM).

Important dates

- 15 February: application for approval of training due (full year training or first half of the year)
- 31 August: application for approval of training due (second half of the year).

Costs of training (2016)

Annual fee for advanced training (FRACP)	\$3,370 (12 months)
Annual fee for advanced training (FACHPM)	\$3,370 (12 months)
Clinical Diploma in Palliative Medicine	\$1,685

If the training term is less than six months in length, fees are charged on a pro-rata basis. Check with the college for the most recent information.

Recommended courses

The Clinical Diploma in Palliative Medicine provides medical practitioners with the opportunity to spend time in palliative care as part of their vocational training and continuing professional development. The Diploma consists of a 6-month clinical attachment supervised by a Palliative Medicine Physician with FACHPM.



Useful links

- Education Officer – Advanced Training +61 2 8247 6296
<http://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/palliative-medicine>
- Education Officer – Clinical Diploma +61 2 8247 6286
<http://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/clinical-diploma-of-palliative-medicine>

Pathology

Pathology is concerned with the study of the nature and causes of all diseases. It underpins every aspect of medicine, from diagnostic testing and monitoring of chronic diseases to genetic research and blood transfusion technologies.

Training

Pathology training takes a minimum of five years in accredited laboratories. Training can be undertaken in general or clinical pathology or in one of the single disciplines: anatomical pathology, chemical pathology, genetic pathology, forensic pathology, haematology, immunopathology, microbiology or oral and maxillofacial pathology.

You will need to sit for the following three exams:

- Basic pathological sciences examination. The exam may be taken before starting training. It is open to any intern, medical or dental student in their final year as well as registered trainees. If not already completed trainees are encouraged to take the examination in the first year of training.
- Discipline specialty part I: usually taken in the third year of training.
- Discipline specialty part II: usually taken in the fifth or final year of training.

How to apply

The Royal College of Pathologists of Australasia (RCPA) accredits laboratories for pathology training, approves supervised training and conducts examinations and assessments leading to certification as a qualified pathologist and fellow of the college (FRCPA).

The trainee must nominate a supervisor in the laboratory who will work with the trainee to design and monitor the training program. Once employment and supervision are secured, the trainee can apply for initial registration through the RCPA website.

Admission requirements

To be eligible to apply the candidate must meet the following requirements:

- Australian citizenship or Australian permanent residence visa (or relevant criteria in New Zealand, Hong Kong, Singapore, Malaysia, Saudi Arabia).
- Medical degree recognised for registration purposes in Australia, New Zealand (or appropriate registration where rotation is to occur) or satisfactory completion of the requirements of the Australian Medical Council or the New Zealand Medical Council. In Australia candidates must have general medical registration without restriction.
- Registrable as a medical practitioner in the country of domicile.

Applicants must have completed at least two years of postgraduate experience to demonstrate a good clinical background.

Overseas trained specialists who have been assessed by the College as requiring one to two years additional assessment are also eligible for selection.

Important dates

Initial registrations are accepted throughout the year. NSW has a centralised appointment scheme in anatomical pathology which is advertised on the RCPA and NSW Health website in July with interviews taking place in August/September.

Number of trainees

In 2015 there were 537 pathology trainees in Australia, including 200 in NSW.

Costs of training

Initial Registration Fee	\$110
PLUS First Year Training Fee	
(Commencing 1 January - 31 March)	\$1,122
(Commencing 1 April - 30 June)	\$841.50
(Commencing 1 July - 30 Sept)	\$561
(Commencing 1 Oct - 31 Dec)	\$250.50

Recommended courses

Potential trainees can sit the basic pathological sciences exams before they register but it is not a criterion for selection. Some hospitals offer rotations in pathology for prevocational doctors. This is not a selection criterion but may give the doctor an opportunity to gain first-hand experience before making a career choice.

Fields of specialty practice

- General pathology
- Anatomical pathology (including cytopathology)
- Chemical pathology
- Haematology
- Immunology
- Microbiology

For further information, please visit their website: <https://www.rcpa.edu.au/>

Psychiatry

The challenges of prevention, diagnosis and treatment of mental illness and emotional difficulties, in a world where mental illness is faced by one in five people, is a critical and rewarding area of work. Psychiatry is a truly fascinating field that requires broad skills and problem solving abilities with an integrated approach to both body and mind.

Training

Total training time is five years full time or equivalent, comprising one year of Stage 1 Training, two years of Stage 2 training and two years of Stage 3 Training.

How to apply

There are two concurrent processes an applicant must fulfil to apply for psychiatry specialist training. A prospective psychiatry applicant must contact the Royal Australian and New Zealand College of Psychiatrists (RANZCP) NSW Branch for an application kit, and apply online on the NSW Health website for a basic trainee position in psychiatry.

It is important that applicants first make contact with the local RANZCP branch training committee to establish the availability of appropriate positions and obtain an application pack.

Admission requirements

You need:

- evidence of good standing and eligibility for general medical registration
- satisfactory completion of at least one year full time equivalent prevocational medical training

Selection into an RANZCP training program is coordinated by local RANZCP branch training committees. Please contact the local training committee where you wish to train to discuss their procedures. Contact details are available under “selection of trainees” on the College website: <https://www.ranzcp.org/Pre-Fellowship/2012-Fellowship-Program/Selection-of-trainees.aspx>.

Important dates

Applications for yearly intake usually open in July, and remain open for four weeks.

Interviews are organised by the RANZCP NSW branch at the end of August or beginning of September, for selection onto the RANZCP training program for employment within a local health district. Representatives from both the college and the district will be on the interview panel.

Note that local training committees may have individual application closing dates and all dates may be subject to change.

Costs (2015)*

Training fees, Stages 1, 2 and 3 (Fees may be subject to change)

Initial registration fee	\$651
Part time training fee	\$1,059
Full time training fee	\$1,377

Examination fees

Case history submissions	\$540
Written examination	
MCQ	\$1,072
Essay	\$1,608
Trainee clinical examination	\$1,921
Exemption candidate examination	\$1,921

** Please note that at the time of revision, the fees structure for 2016 was not available from the College. Kindly refer to their website for current fees.*

Recommended courses

Doctors who are considering a career in psychiatry might like to complete a term in psychiatry as a junior doctor.



Useful links

- The Royal Australian and New Zealand College of Psychiatrists: www.ranzcp.org
- Details on the 2012 Fellowship Program can be found at www.ranzcp.org in the Pre-Fellowship area.
- Information for pre-vocational doctors can be found at www.ranzcp.org in the Resources area. In particular, consider joining the Psychiatry Interest Forum (PIF) which will enable you to stay in the loop with the College's activities and networking opportunities.

Public health

Public health medicine is recognised as an area of medical practice with a focus on the health of populations rather than individual patients. Public health specialists are usually generalists with a broad understanding of different conditions and are trained in clinical medicine and public health.

Public health physicians are concerned with:

- the health and care of populations
- the promotion of health
- the prevention of disease and illness
- assessing community health needs
- providing services to communities and special needs groups
- public health research.

Training

Training usually takes three years (full-time) and is completed as a curriculum of 36 units, with trainees completing one unit per month.

Training is accredited on a prospective basis, as trainees must independently find a public health medicine position, develop a learning plan and apply for approval from the Faculty of Public Health Medicine to complete their training at that post.

Training is supported by a video conference program of ten sessions per year on a variety of topics, national training days featuring interactive sessions on specific competency areas, and the guidance of individual supervisors and mentors.

Training is quite flexible, with the ability to incorporate clinical and laboratory work, time spent during PhD and other coursework studies, overseas training posts and concurrent training with other specialties.

Part-time training is also possible, but trainees must complete their training within seven years (full time and part time). Extensions are granted for maternity and paternity leave.

Successful graduates are awarded Fellowship of the Australasian Faculty of Public Health Medicine: FAFPHM (RACP).

How to apply

New trainees will need to meet eligibility criteria to start the Public Health Medicine Advanced Training program before they can apply to start their training. https://www.racp.edu.au/trainees/advanced-training/apply-to-start-advanced-training#PHM_Eligibility_criteria

Admission requirements

To apply you need to have:

- general medical registration
- completed basic medical training (ie, three years of clinical/medical experience (one being internship)
- completed or be studying a Master of Public Health (or comparable degree) which includes core units in epidemiology, biostatistics, health protection, health promotion, health policy, planning or management
- secured a position in public health in Australia

A masters degree must be completed before progressing to the second year of advanced public health medicine training.

Important dates

For trainees who want to begin their training in January, they will need to submit their Eligibility for training and MPH Mapping Exercise by 1 October, and their Application to Commence by 15 November.

For trainees who want to begin their training in July, they will need to submit their Eligibility for training and Master of Public Health (MPH) Mapping Exercise by 1 April, and their Application to Commence by 15 May.

Costs of training (2016)

Annual training fee	\$3,370
AFPHM -Oral Exam Fee	\$2,677
Training Interruption fee	\$320
Application for fellowship	\$3,370

Recommended courses

A masters degree in public health or international public health is compulsory for training beyond second year.

Doctors considering a career in public or international health may like to consider postgraduate qualifications, vocational training or short courses in areas such as:

- public health
- epidemiology
- international crisis management
- health promotion
- health policy
- infection and immunity
- indigenous health
- biostatistics.



Useful links

- The University of New South Wales, School of Public Health and Community Medicine:
www.med.unsw.edu.au/SPHCMWeb.nsf/page/PH
- The University of Sydney, Master of Public Health:
<http://sydney.edu.au/courses/master-of-public-health>
- James Cook University, Master of Public Health and Tropical Medicine:
<https://www.jcu.edu.au/courses-and-study/courses/master-of-public-health>
- Australasian Faculty of Public Health Medicine:
<http://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/public-health-medicine>

Radiation oncology

A radiation oncologist is a medical specialist with particular expertise in the planning and delivery of radiotherapy. At the same time, they are central to clinical decision making in all aspects of cancer patient care.

Radiation oncology is an intellectually challenging career with a range of opportunities in the public and private sectors as well as in the academic sphere. It combines the best aspects of direct clinical management of patients of all ages, with a technologically-advanced and continually evolving treatment modality. It is a specialty that will appeal to clinicians with an interest in direct contact and meaningful relationships with patients and being part of a larger healthcare team.

Training

The Royal Australian and New Zealand College of Radiology (RANZCR) radiation oncology training program runs for five years, conducted in two phases: phase 1 of 18–24 months and Phase 2 of approximately 36–42 months (depending on the trainee's progress through Phase 1).

Training departments or training sites are accredited based on their capacity to provide appropriate training and educational opportunities for trainees.

There are currently a number of departments accredited for radiation oncology training in Australia, New Zealand and Singapore. A list can be found on the RANZCR website.

How to apply

Candidates are advised to liaise directly with the training hospitals, who advertise accredited training positions in newspapers.

Admission requirements

Accredited training positions are advertised by each training centre throughout the year. The RANZCR is not directly involved in the selection and appointment of trainees, but provides some criteria for employing bodies to consider in their selection process.

Essential:

- general medical registration
- minimum of two years postgraduate clinical experience
- dedication to and interest in pursuing a career in radiation oncology
- good interpersonal and professional communication skills
- high standard of academic performance.

Desirable:

- personal commitment to continuing professional development
- satisfactory professional referee reports
- satisfactory reports from previous and current employers
- an interest in and commitment to research.

In recent years, there has been intense competition for positions. Selection depends on undergraduate medical course results, previous interest as demonstrated by relevant electives, publications or presentations and performance as an intern/ resident demonstrated in references and an interview.

Important dates

Examination dates can found on the RANZCR website:

[www.ranzcr.edu.au/ training/exams/radiation-oncology-examinations/ examination-fees/examinationdate](http://www.ranzcr.edu.au/training/exams/radiation-oncology-examinations/examination-fees/examinationdate).

Costs of training (2015)*

The subscription fee is \$1,953. This is the fee that trainees must pay in order to become members of the College and to have access to the member's benefits program.

The training fee is \$1,515. This fee assists the College in meeting the significant additional costs associated with the new curriculum introduced in 2011.

Exam fees:

Phase 1	Full sitting (papers 1 & 2)	\$2,680
Phase 2	Full sitting (All components; radiation therapy, clinical oncology and pathology)	\$3,650



Useful links

- Training in radiation oncology:
<http://www.ranzcr.edu.au/training/radiation-oncology>
- A career in radiation oncology:
<http://www.ranzcr.edu.au/radiation-oncology/a-career-in-radiation-oncology>

** Please note that at the time of revision, the fees structure for 2016 was not available from the College. Kindly refer to their website for current fees.*

Radiology

As a radiologist, you are a crucial member of both medical and surgical teams that guide patient management and the investigation of diseases. By the end of training, you will know how to interpret diagnostic tests, assess the need for interventional procedures, and select the best possible treatment based on x-rays, ultrasounds, computed tomography and magnetic resonance imaging. Radiologists are vital because they have the medical knowledge to understand and explain medical problems through the images that are taken of the body.

Training

Entry into the training program accredited by The Royal Australian and New Zealand College of Radiologists (RANZCR) is highly competitive.

The radiology training program consists of two phases:

- Phase 1: Three years of general radiology training.
- Phase 2: Two years of systems-focused (as distinguished from subspecialty) rotations for advanced radiology training.

During the five years, trainees take two sets of examinations (Part 1 and Part 2).

Once trainees have completed five years of training, passed the Part 2 examination and become a fellow of the College, they may decide to obtain additional subspecialty training through advanced training positions in Australia, New Zealand and/or overseas. These opportunities allow recently qualified radiologists to concentrate on one area of the specialty of radiology, such as breast imaging, interventional radiology, musculoskeletal radiology, or paediatric imaging. NSW has a Network-Based Training program for radiology trainees.

How to apply

Candidates are advised to liaise directly with accredited training hospitals. Appointments for accredited training positions are advertised directly through the training hospitals.

Admission requirements

To apply you need to have general medical registration and to have completed two full years in an approved hospital as an intern/resident.

There is fierce competition for training places. Applicants need to show a high standard of academic performance, dedication and interest in pursuing a career in radiology, good interpersonal and professional communication skills, personal

commitment to continuing professional education and development, satisfactory professional referee reports, satisfactory reports from previous and current employers, and an interest in and commitment to research.

As a general rule, the RANZCR Education Board encourages experience in a broad spectrum of clinical disciplines before undertaking radiology training. After beginning training, a candidate must submit a proposed course of practical work to the Chief Censor in Radiology for approval. At the same time, they must apply for student membership of the RANZCR.

Important dates

Appointments for accredited training positions are advertised directly through the training hospitals. Each individual training hospital has different times of the year for recruitment.

Number of trainees

About 80 doctors per year complete their training as radiologists in Australia, New Zealand and Singapore.

The RANZCR does not have a set quota for training places. The number of positions available for vocational training is determined by the funding provided for such training by the various state health departments and the New Zealand Health Authority.

Costs of training (2015)*

All trainees must pay \$1,953 in order to become members of the College and to have access to the member's benefits program. There is also a training fee of \$1,515 (to assist the college in meeting the significant additional costs associated with the new curriculum.)

All examination sittings attract a fee which covers the administration costs of the exam.

Part 1

Full sitting	\$2,680
--------------	---------

Part 2

Full sitting	\$3,650
--------------	---------

** Please note that at the time of revision, the fees structure for 2016 was not available from the College. Kindly refer to their website for current fees.*

Recommended courses

- Ultrasound courses can be completed through the Australasian Society of Ultrasound. They also offer online physics courses.
- A graduate certificate in applied anatomy by dissection is offered by the University of New England.
- An anatomy course is offered by Royal Prince Alfred Hospital.
- The Radiology Physics Applied Imaging Technology (AIT) course is offered by Westmead hospital to assist trainees prepare for the AIT section of the Part 1 examination.
- The Radiology Anatomy course is offered by University of NSW to assist trainees prepare for the anatomy section of the Part 1 examination.
- A Part 2 examination lecture series is delivered by various sites throughout NSW.
- eLearning is available through the Lightbox radiology website www.lightboxradiology.com.au.

Field of specialty study

- Diagnostic radiology
- Diagnostic ultrasound
- Nuclear medicine.



Useful links

- Career Information:
<http://www.ranzcr.edu.au/radiology/a-career-in-radiology>

Rehabilitation medicine

Rehabilitation Medicine is the diagnosis, assessment, prevention and management of an individual with a disability due to illness or injury. Rehabilitation Physicians work with people with a disability to help them achieve and maintain an optimal level of performance and improve their quality of life.

Training

Training is provided via the Australasian Faculty of Rehabilitation Medicine (AFRM) of the RACP.

The training program includes:

- Core training – a minimum of 36 months full time equivalent of clinical training under the supervision of a Fellow of the Australasian Faculty of Rehabilitation Medicine (AFRM).
- Non-core training – a maximum of 12 months in clinical training in other disciplines or research, approved by the Faculty Training Committee.
- A series of training modules to build core competencies in Rehabilitation medicine.

Adult rehabilitation medicine

The Rehabilitation Medicine (general) Advanced Training Program provides specialist training in Rehabilitation Medicine for adults.

Paediatric rehabilitation medicine

The Rehabilitation Medicine (Paediatrics) Advanced Training Program provides specialist training in Rehabilitation Medicine for neonates (birth to four weeks) to children of 17 years of age. Paediatric trainees must have completed their RACP basic training in paediatrics and child health and successfully have passed the FRACP part 1 written and clinical examinations

One year of both adult and paediatric training may be spent in elective training in areas such as: spinal injuries, cardiology, sport medicine, developmental disability, psychiatry and orthopaedics.

Program requirements

Part time and job sharing options are feasible. Progress through the training program is based upon completion of assessments and modules in:

- Module 1 written assessment (adult trainees only)
- Module 2 clinical assessment (adult trainees only)
- Fellowship written examination
- Fellowship clinical examination
- Clinical research external module
- Clinical neuropsychology external module
- Health service administration and evaluation external module
- Behavioural sciences external module.

In addition to satisfactory work performance, trainees need to demonstrate success in long case assessments.

How to apply

New trainees will need to meet eligibility criteria to start the Rehabilitation Medicine Advanced Training program before they can apply to start their training.

Find out more about the eligibility requirements and how to apply

http://cms.racp.edu.au/trainees/advanced-training/apply-to-start-advanced-training#RehabGen_Eligibility_criteria

Admission requirements

You need to have:

- 2 years of post-graduate training
- General medical registration
- Appointment to an accredited training position

Important dates

Early and mid-year: apply to the AFRM with the form, fees and documents.

August/September: interviews for placement as rehabilitation registrars for the following 12 months. The selection processes are administered at hospital and local branch level and AFRM is not involved in the recruitment of trainees.

Costs of training (for 2016)

Application to become an AFRM trainee	no fee
Annual application for approval of AFRM training program	\$3,370
AFRM module 1 assessment fee	\$1,790
AFRM module 2 assessment fee	\$2,677
AFRM fellowship written examination	\$1,790
AFRM fellowship clinical examination	\$2,677

Recommended courses

Familiarise yourself with the rehabilitation medicine curriculum before applying.



Useful links

- Australasian Faculty of Rehabilitation Medicine:
[www.racp.edu.au/trainees/advanced-training/advanced-training-programs/rehabilitation-medicine-\(general\)](http://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/rehabilitation-medicine-(general))
- Australasian Faculty of Rehabilitation Medicine (Paediatrics):
[www.racp.edu.au/trainees/advanced-training/advanced-training-programs/rehabilitation-medicine-\(paediatrics\)](http://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/rehabilitation-medicine-(paediatrics))

Rural specialty

A rural generalist has the best of all jobs. Cradle to grave medicine that while challenging is most rewarding and all in an environment out of the rat race. The NSW Rural Generalist Training Program aims to build a sustainable medical workforce to meet the healthcare needs of rural communities. The program is a supported career pathway to a career as a GP providing care in a rural community and advanced procedural services at a rural hospital.

A rural generalist is a medical practitioner who provides primary care to a rural community while being credentialed at the local health service to provide procedural/advanced skills in their chosen specialty. The rural generalist training program provides training for procedural skills in obstetrics and gynaecology, anaesthetics mental health, palliative medicine or emergency medicine in combination with obstetrics.

Training

Rural generalist trainees receive an employment contract with the local health district for advanced skills, training and a training agreement outlining activities for the length of the training program. This will be coordinated with their General Practice (GP) training provider.

Trainees are allocated a GP mentor, their GP educator and a specialist supervisor at the hospital where procedural/advanced skills training is undertaken, and work with the state- wide and regional directors of the Rural Generalist Program for the duration of the training agreement. At the end of the program, trainees are assisted to find employment in a rural general practice, with visiting medical officer status at a rural health facility where they provide procedural/advanced skills.

Training pathway

- PGY2 – commence Foundation year, GP vocational training and complete hospital rotations
- PGY3 or later – advanced skills training
- PGY4/5 – community general practice training and/or additional advanced skills training
- Credentialed to provide procedural services at a rural facility
- Employed as GP and/or visiting medical officer.

Trainees completing the program are awarded either Fellowship of the Australian College of Rural and Remote Medicine (FACRRM) or Fellowship of the Australian College of General Practitioners (FRACGP) plus Fellowship in Advanced Rural General Practice (FARGP).

Eligibility requirements

To be eligible to apply you must be:

- registered or eligible for general medical registration
- enrolled in or intending to enrol in a general practice education and training program (FACRRM or FRACGP + FARGP)
- committed to rural practice and rural communities.
- committed to advanced skills training and procedural practice in a hospital setting.

How to apply

Applications for GP training open in April and close in May. General Practice Education and Training (GPET) selection is usually completed in August.

Rural generalist positions will be advertised early throughout 2016.

For more details see www.heti.nsw.gov.au/rural

Number of trainees

There will be 35 trainee positions in 2016 with an additional 5 places to be added in 2017 and 2018.



Useful links

- For more information please register your interest at www.heti.nsw.gov.au/rural
- or call HETI GP procedural programs on +61 2 6369 8582

Sexual health medicine

Sexual health medicine is the specialised area of medical practice concerned with healthy sexual relations, including freedom from sexually transmissible infections (STIs), unplanned pregnancy, coercion, and physical or psychological discomfort associated with sexuality.

Practice encompasses:

- individual health
- microbiology
- immunology
- health education and advocacy
- family planning
- public health
- research.

Sexual health is a well-established field of medicine with equivalents in the United Kingdom and Europe. In Australia there are two well-established academic chairs of sexual health medicine (Universities of Melbourne and Sydney) actively involved in both teaching and research.

Training

Training is accredited by the Australasian Chapter of Sexual Health Medicine (AChSHM) of the RACP.

Training is usually three years in length. The AChSHM Education Committee oversees advanced training in sexual health medicine and will assess the requirements for each individual trainee. Prospective trainees who are fellows of an approved college may be eligible to apply for recognition of up to 12 months of prior learning.

Advanced training occurs at accredited training sites across Australia and New Zealand. In NSW most sites are based in the Sydney metropolitan area at sexual health clinics/hospitals or private clinics.

For a complete list of sites accredited by the AChSHM, please refer to the specialty specific webpage: <http://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/sexual-health-medicine>.

Successful graduates will be awarded FACHSHM.

How to apply

Trainees can apply to enter the program as advanced trainees after successful completion of the RACP basic training program, or with an appropriate fellowship from another college.

Admission requirements

- 1** Be a registered medical practitioner in Australia or New Zealand.
 - 2** *Either* hold fellowship of one of the following colleges or faculties:
 - Australasian College of Dermatologists (FACD)
 - Royal Australasian College of Physicians (FRACP)
 - Royal Australasian College of Surgeons (FRACS – urology)
 - Royal Australian and New Zealand College of Obstetricians and Gynaecologists (FRANZCOG)
 - Royal Australian and New Zealand College of Psychiatrists (FRANZCP)
 - Royal Australian College of General Practitioners (FRACGP)
 - Royal College of Pathologists of Australasia (FRCPA)
 - Royal New Zealand College of General Practitioners (FRNZCGP)
 - Australasian Faculty of Public Health Medicine (FAFPHM)
 - Australian College of Rural and Remote Medicine (FACRRM)
 - Royal New Zealand College of General Practitioners Division of Rural Hospital Medicine (RNZCGP)
- Or have completed an RACP Basic Training Program (including success in the Written and Clinical Examinations)

Important dates

15 February – Annual application for Advanced Training start or continue training in February.

31 August – Annual application for Advanced Training (all programs) start or continue training mid-year.

Number of trainees

There are currently 17 advanced trainees (in 2014) in the sexual health medicine training program across Australia and New Zealand.

Costs of training (2016)

Annual training fee \$3,370

Recommended courses

Doctors considering sexual health training may like to consider postgraduate qualifications or vocational training in the following areas:

- family planning
- public health
- obstetrics and gynaecology
- sexual assault (RANZCOG has an interactive module in the medical response to sexual assault).
- infectious disease
- graduate certificate/diploma/masters in STD/HIV, sexual health, reproductive medicine, public health and community medicine
- TAFE courses (eg, adult education, or workplace training and assessment)
- Family Planning Australia's National Certificate in Sexual and Reproductive Health
- RANZCOG's Diploma



Useful links

- Australasian Chapter of Sexual Health Medicine:
<http://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/sexual-health-medicine>

Sport and exercise medicine

The demand for doctors with specialist expertise in sport and exercise medicine is evident in emergency departments, general practices and physiotherapy clinics nationwide. Specialist training is ideal for those with a passionate interest in physical activity in all its forms, from elite athletes through to the general population. Musculoskeletal medicine and sporting injury is only a component of sport and exercise medicine. Being non-procedural, sport and exercise medicine is concerned with the interrelationship between a wide range of medical conditions and physical activity at all levels. It is a totally independent discipline that has no common training with orthopaedic surgery, general practice or general physician training.

It encompasses a broad range of skills from management of acute or chronic exercise related injuries, the management of medical problems associated with sport and exercise, doping related issues, as well as exercise prescription for both health people and those suffering from chronic illness.

Training

The Australasian College of Sports Physicians Fellowship Training Program is a four-year full-time clinical program which includes supervised training in private practices or private/ semi-private institutions. All trainees attend a weekly tutorial program throughout their training and many incorporate other activities such as graduate diplomas, masters degrees or overseas placements within their programs.

How to apply

Potential trainees must apply directly to the college after completing their Part 1 Examination. Entry involves a submission of CV followed by an interview and selection process. Forms available on www.acsp.org.au.

Admission requirements

To apply for the Fellowship Training Program, you need to be unconditionally medically registered, be a permanent resident of Australia or New Zealand and have completed the equivalent of at least three years postgraduate general medical and surgical experience, with at least two of these years in full-time posts. You also have to successfully complete an entrance exam, ACSP Part 1 - held in March and August every year (basic medical sciences) which can be undertaken at any time after you complete your medical degree.

Intending applicants should demonstrate a commitment to a career in sports and exercise medicine. This could be in the form of providing team or event medical coverage, attendance at conferences or tutorials, completion of sports medicine courses or research involvement.

Trainees may spend a maximum of two years accredited training in one post.

Important dates

Closing date for applications to the ACSP training program close at the end of August. Specific dates will change from year to year.

Number of trainees

Sport and exercise medicine is a rapidly growing with 157 active Fellows worldwide. College intake varies, between 14-16 new trainees.

Costs of training (2016)

The ACSP Part 1 examination	\$1600 (to sit)
Administration processing fee for new registrars	\$1,200
Annual subscription fees (changes from year to year)	

Average salary

Regarding average salary, intending registrars should note that this is a self-funding program. People see and bill their own patients in private practice. A varying percentage will then go to the practice administration and so on. There is no guaranteed minimum income, but it can (cautiously) be considered to be similar to that of an equivalent year hospital-based trainee.

Recommended courses

All prospective trainees are strongly encouraged to familiarise themselves with the curriculum, syllabus and other training requirements outlined in the College manual, which can be found on the ACSP website, before contacting the College.

This is the first and best way to prove you are enthusiastic and self-directed. Applicants with a level of professional involvement in an area of the sport and exercise medicine field such as sport and exercise medicine clinical work, team or event coverage, research, attendance at sport and exercise medicine educational meetings, postgraduate qualifications and membership of relevant organisations will be viewed favourably. To enhance your chances of selection, organise to sit in with fellows (after contacting the College). The College also runs its own online learning modules pertaining to the ACSP training program; including modules on Sports Psychology, Sports Nutrition, and Research Methodology. Interested doctors are welcome to register in these modules prior to entry into the training program.

For further information contact Georgie Jackson, National Programs Manager, Australasian College of Sports Physicians 03 9654 7672.

Surgical training

Surgery might be something you've always dreamed about or just something that you came to realise you enjoy during your years as a JMO. Either way, it is a broad, exciting specialty which, despite its reputation, is becoming more manageable every year. Note that the application process is likely to change annually. Check the www.surgeons.org website for up to date information.

Training

The Royal Australasian College of Surgeons (RACS) is responsible for training in nine surgical specialties via the Surgical Education and Training (SET) program. Trainees are selected directly into one of the nine SET programs:

- 1** Cardiothoracic surgery
- 2** General surgery
- 3** Neurosurgery
- 4** Orthopaedic surgery
- 5** Otolaryngology head and neck surgery
- 6** Paediatric surgery
- 7** Plastic and reconstructive surgery
- 8** Urology
- 9** Vascular surgery.

How to apply

You can apply for the SET program in any of the nine specialties during PGY2, with the earliest successful entry at the beginning of PGY3. Many trainees do not get onto SET until PGY 4 or 5 (this varies with the specialty.)

The first step in the application process for SET training is to register with RACS. Applications open in early January and close in mid-February, so make sure you check the dates early. A registration form needs to be completed and sent to the college via the college website before the annual deadline.

Once you have registered for selection and have been confirmed as satisfying the generic eligibility criteria, you may lodge an application for one of the nine subspecialties. The application is an online form which is found on the college's website or on the specialty's website.

Admission requirements

All candidates wishing to apply to the SET program in any of the surgical specialties must fulfil the generic eligibility criteria:

- Permanent residency or citizenship of Australia or New Zealand at the time of registration.
- General (unconditional) medical registration in Australia or general scope or restricted general scope registration in the relevant specialty in New Zealand.

Selection to all of the surgery specialties is based on three criteria: interview, reference checks and curriculum vitae. The weighting that each specialty gives to the criteria will vary, but will be close to 40% interview, 40% reference checks, and 20% curriculum vitae.

Referees should be selected carefully, and fully informed of all stages of your progress. Most specialties will seek five references. You should approach a potential referee at the end of your term with them and keep them in touch with your progress. You should remind them of your intention to name them as a referee when you submit your registration in February.

The interview is a crucial part of the application process. Potential applicants should familiarise themselves with the interview structure and content, and begin preparing now.

Once you are accepted onto SET in July, you have 12 months to prepare for the Surgical Science Examination (SSE) in the following June. The SSE has a curriculum of anatomy, physiology, and pathology that exceeds what you have studied in your medical degree. You will be working harder than ever as a SET trainee. You should start preparing for the SSE well before you are accepted into SET.

Entry into surgery is very competitive; those interested in applying should familiarise themselves with the selection criteria and begin work towards improving their chances now.

Important dates

Applications for SET open in early January and close in mid-February. Applications to one of the nine subspecialties generally close in April.

Costs of training

Please see the RACS website for specific fee details. The total cost for all training, exams and other costs in surgery training will exceed \$40,000.

Recommended courses

The following are courses expected to be completed during SET training. You may apply to these courses even before you are accepted onto the program:

- ASSET course – Australian and New Zealand Surgical Skills Education and Training
- CCrISP course – Care of the Critically Ill Surgical Patient
- EMST course – Early Management of Severe Trauma
- CLEAR course – Critical Literature Evaluation and Research.

There are often long waiting lists to complete these courses (sometimes up to two years), so put your name down early. There are overseas courses which can be substituted for some of these courses, and often have shorter waiting times. Ensure the college will accept these overseas courses before you register.

Subspecialty prerequisites

Cardiothoracic surgery

Years: 6

Requirements:

- two surgical terms in one of the nine surgical subspecialties
- one cardiothoracic surgery term of 10 weeks.

Selection:

- structured online curriculum vitae (20%)
- structured referee reports (35%)
- semi-structured interview (45%).

General surgery

Years: 5

Requirements:

- one term in general surgery
- one term in any of the surgery subspecialties
- one term in critical care.

Selection:

- structured online curriculum vitae (20%)
- structured referee reports (40%)
- semi-structured interview (40%).

Neurosurgery

Years: 6

Requirements:

- one term in neurosurgery
- three other clinical terms (not including general practice or a relief term; the term supervisor will be required to be a referee).

Selection:

- structured online curriculum vitae (15%)
- structured referee reports (40%)
- semi-structured interview (45%).

Orthopaedic surgery

Years: 5

Requirements:

- one term in emergency medicine
- one term in critical care (intensive care unit, cardiothoracic unit, vascular unit, burns unit, transplant unit, spinal unit or neurosurgical unit)
- 26 weeks of orthopaedic surgery over two years at PGY3 or higher.

Selection:

- structured online curriculum vitae (20%)
- structured referee reports (40%)
- semi-structured interview (40%).

Otolaryngology head and neck surgery (ENT)

Years: 5

Requirements:

- two terms in any of the surgical subspecialties
- one term in emergency medicine
- one term in critical care (cardiothoracic, neurosurgical, burns, trauma or transplant, or other term approved by the Board).

Selection:

- structured online curriculum vitae (25%)
- structured referee reports (35%)
- semi-structured interview (40%)

Paediatric surgery

Years: 6

Requirements:

- three terms in any of the surgical subspecialties
- one term in paediatric surgery.

Selection:

- structured online curriculum vitae (25%)
- structured referee reports (30%)
- semi-structured interview (45%).

Plastic and reconstructive surgery

Years: 5

Requirements:

- One term in emergency or critical care (emergency department, intensive care unit or high dependency unit)
- One term in plastic and reconstructive surgery.

Selection:

- structured online curriculum vitae (20%)
- structured referee reports (35%)
- semi-structured interview (45%).

Urology

Years: 6

Requirements:

- one surgical term (at PGY2 level or higher)
- one term in emergency medicine
- one medical term (at PGY2 level or higher)
- one workshop or seminar of non-technical competency and one workshop of medical knowledge or technical competency
- presentation of a piece of research on a topic in or related to urology or self-initiated clinical attachment to a urologist.

Selection:

- structured online curriculum vitae (20%)
- structured referee reports (35%)
- semi-structured interview (45%).

Vascular surgery

Years: 5

Requirements:

- one surgical term (at pgy2 level or higher)
- one term in vascular surgery
- one term in general surgery.

Selection:

- structured online curriculum vitae (25%)
- structured referee reports (35%)
- semi-structured interview (40%).

Note: all applicants must meet the generic eligibility criteria and have registered with RACS before application to the subspecialties.



Useful links

- For more details about SET:
www.surgeons.org/racs/education--trainees/skills-training
- The University of New South Wales, Master of Surgery:
www.med.unsw.edu.au/medweb.nsf/page/MS
- Macquarie University, Master of Surgery:
www.handbook.mq.edu.au/2010/DegreesDiplomas/PGDegree/Master+of+Surgery
- University of Sydney, Units of study 2012:
www.sydney.edu.au/medicine/surgery/postgraduate/coursework/units-of-study.php
- HETI's surgical skills training program can help junior doctors acquire the skills needed to enter SET.
www.heti.nsw.gov.au/surgical

Other options

Sometimes you get caught up in the hustle and bustle of the hospital and the omnipresent pressure to always take the next step. Below is a selection of a few of the many different things that could shape a fantastic career apart from vocational training.

Masters degrees

Options for postgraduate study if you completed a degree before medicine are many and varied. Here we list some medically-related options.

Masters of Public Health

Lots of people do medicine with the hope of one day being able to use those skills to help those less advantaged in the developing world or even closer to home in Indigenous Australia. If you have an interest in population health, policy formulation and research, want to be genuinely competent with statistics and epidemiology and able to read critically, this is a great one-year introduction to the basics of public health.

Applicants are required to have completed a bachelor degree in a health-related discipline and to have at least two years of experience in a health-related field.

The program structure is made up of core work and electives which can be in areas such as reproductive, maternal and child health, indigenous health and tropical disease control. Most of the subjects involve essays and exams, and may include a group assignment.

This degree is often completed simultaneously with the PGY2 or PGY3 year and is offered in full-time, part-time and external modes. The time commitment is in your hands to some extent. Minimal face-to-face time is required. Most do the course in two semesters, with two subjects each semester. Many subjects require weekly contributions to discussion boards. Keeping up with these and group work is sometimes challenging when doing a particularly busy term with lots of overtime.

The benefits include challenging yourself in new ways like analysing statistics and writing essays. It may open the door to non-clinical jobs or training opportunities down the track, and both the content and research/statistical computer skills are certainly relevant to all areas of medicine.

The course is offered by many universities (including NSW, James Cook and Sydney), and each should be contacted individually for further information.



Useful links

- The University of New South Wales, School of Public Health and Community Medicine:
www.med.unsw.edu.au/SPHCMWeb.nsf/page/PH
- The University of Sydney, Master of Public Health:
www.sydney.edu.au/courses/?detail=1&course_sef_id=Master_of_Public_Health_552
- James Cook University, Master of Public Health and Tropical Medicine:
<https://www.jcu.edu.au/courses-and-study/courses/master-of-public-health>
- Australasian Faculty of Public Health Medicine:
<http://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/public-health-medicine>

Masters of Surgery

A Masters of Surgery is much more than a way to bump up your CV in an attempt to get accepted onto a training program. Many JMOs get frustrated by the feeling that they are sacrificing their own education/teaching time to perform mundane ward jobs and ensure a timely departure from the hospital. A masters degree can provide an opportunity to keep the educational flame burning while providing an avenue for research (thesis/dissertation) and bolstering a CV for application to SET.

Different institutions offer the program in individual formats, but generally the course will involve a commitment of two years, or three to four years part-time. Primarily, the Masters of Surgery is a research degree in which students undertake supervised research leading to the production of a 80,000 word thesis. In addition, you can do coursework covering biostatistics, a laparoscopic abdominal anatomy course, vascular and imaging subjects, as well as ongoing work for the research dissertation.

You can apply at any time, though if you apply at the end of your internship you are required to sit an interview (as you are not on a training program) and can begin coursework at the start of the PGY3 year. How much you can do and how quickly depends on how much time you have and whether you are seconded for parts of the year.

The time commitment and workload can be overwhelming, especially when you're working a busy day job with associated overtime/on-call. However, the tutors and coordinators are understanding of the unpredictable nature of our work and are accepting of late arrivals or missed classes if it's not too regular an occurrence.

Master of Clinical Medicine (Leadership and Management)

The Master of Clinical Medicine (Leadership and Management) at the University of Newcastle is a two year part-time program designed specifically to:

- equip doctors with the high level skills required for leadership positions in hospitals
- provide a hospital-wide perspective on patient care
- train doctors to be effective communicators who can coordinate care across disciplines and bridge gaps that exist in hospital processes
- develop a deeper understanding of organisational culture, networks and infrastructure
- give doctors the skills to conduct research-based system redesign
- offer a postgraduate qualification directly relevant to leadership and management of hospital patient care.

Entry is open to doctors with at least two years full-time postgraduate medical experience who have a minimum one year continuous employment contract at 0.5 FTE level or above.

The program is accessible to candidates across NSW and beyond through a combination of delivery options including online, face-to-face and residential workshops. Support is provided to candidates at every stage through the appointment of a local academic supervisor.

For more information about this program and available sponsorship, go to www.heti.nsw.gov.au/courses/master-clinical-medicine

Senior Resident Medical Officer (SRMO) year

Working as a senior RMO in an area of interest (eg, surgery, medicine, obstetrics and gynaecology, paediatrics, anaesthetics) can be a great way to have some insight into what it might be like to be a vocational trainee in a certain specialty. You can get a sense of the type of work you might be doing, the hours and level of commitment required and the sort of people you would be working with. Some training programs are so hard to get in to that an SRMO year is almost mandatory, but they can be a great way of dipping your toes before taking the plunge into a training program with more responsibility and the pressure of exams.

Learn to lead

HETI runs an inspiring leadership program that develops future clinician leaders in medical education and training, which is really two programs in one: LEAP for doctors in training and LEAD for senior doctors.

LEAD and LEAP are overseen by Dr Emma McCahon with support from a faculty including specialist doctors with an interest and/or qualifications in medical education and management. The faculty include corporate leaders, media experts, educators and practising clinicians.

The major component of the program is five face-to-face workshops – a total of ten days – over the course of the year, with the final workshop held in November.

Workshops are objective-driven, focusing on experiential learning through simulation group exercises, interactive lectures and feedback.

Skills learnt in the workshops are complemented and further developed by an ongoing program of projects completed in a syndicate group, self-directed and web-based training, a mentor program and practical leadership experience in the workplace.

To be eligible for LEAP you need to:

- be a prevocational or vocational trainee in NSW
- demonstrate interest and engagement in medical education and training
- have a leadership role in medical education, such as involvement in a committee or group that deals with medical education and training (eg, a training network committee, state training council or JMO liaison group)
- commit to attending the full program (10 workshop days).

The cost of training is \$1500.

Information regarding LEAD and LEAP leadership development programs can be found online at: <http://www.heti.nsw.gov.au/programs/lead-and-leap-leadership-development/leap/> or via email to HETI-Medical@health.nsw.gov.au.

Applications generally open in December and close in January.

Locum – anywhere and everywhere!

Locuming is another option for a break from the same-same of a hospital job or as a way to try a few new things in different locations before continuing with vocational training.

Last Minute Locums and Wavelength International are just two of many organisations who can help you find a placement that suits you.

Working in weird and wonderful environments is usually a good thing, but you need to make sure you know the details of your contract and to be registered and insured to work in those areas.

Go overseas

Whether it's to work or not, a change is as good as a holiday. This might be a good time in your life and a natural pause in your career. Maybe taking a step back and reflecting on what parts of medicine you enjoy the most (can you remember?) will help direct you on the path ahead. What it comes down to is whether you think you would ever come back from (say) a year backpacking through South America and regret it – or whether it would confirm your passion for medicine and fill you with the energy needed to get through vocational training.

Other things to put on your To Do list:

- Update your medical indemnity cover, check if you're paying for it, and if you're still a member of multiple indemnity schemes.
- Keep your CV up to date.
- Start a log book for cases/procedural tasks.
- Think about courses on interview skills and CV writing.
- Join the Health Services Union, the Australian Medical Association and/or Australian Salaried Medical Officers Federation (ASMOF).
- Get on board with salary packaging.
- Keep your medical registration up to date.
- Sort out your tax.
- Get healthy – See your GP/dentist/ophthalmologist/physiotherapist regularly.
- And most importantly – rest and relax!

Useful links

HETI Resources and publications – www.heti.nsw.gov.au

Some of the useful resources on the HETI website:

- Information about the Prevocational Training Council (PvTC) and the JMO Forum
- Links to HETI's medical training networks: Basic Physician Training, Emergency Medicine, Hospital Skills, Medical Administration, Paediatrics, Prevocational, Psychiatry, Radiology, Surgical Skills
- Trainee in Difficulty handbook
- The Superguide

Links to sites associated with medical education and training

- Agency for Clinical Innovation
www.aci.health.nsw.gov.au
- Accreditation Council for Graduate Medical Education (US) (ACGME)
www.acgme.org
- Ambulance Service of NSW (ASNSW)
www.ambulance.nsw.gov.au
- Australian College of Rural and Remote Medicine
www.acrrm.org.au
- Australian Curriculum Framework for Junior Doctors,
www.cpmec.org.au/Page/acfjd-project
- Australasian College for Emergency Medicine
www.acem.org.au
- Australian Department of Health (DoH)
www.health.gov.au
- Australasian Faculty of Public Health Medicine,
<http://www.racp.edu.au/about/racps-structure/australasian-faculty-of-public-health-medicine>
- Australasian Faculty of Rehabilitation Medicine
<http://www.racp.edu.au/about/racps-structure/australasian-faculty-of-rehabilitation-medicine>

- Australasian Society for Career Medical Officers (ASCMO)
www.ascmo.org.au
- Australian and New Zealand College of Anaesthetists (ANZCA)
www.anzca.edu.au/
- Australian College of Health Service Management (ACHSM)
www.achsm.org.au
- Australian Council for Educational Research (ACER)
www.acer.edu.au
- Australian Commission on Safety and Quality in Health Care (ACSQHC)
www.safetyandquality.gov.au
- Australian General Practice Training (AGPT/GPET)
www.agpt.com.au
- Australian Healthcare and Hospitals Association (AHHA)
<http://ahha.asn.au/>
- Australian Institute of Health and Welfare (AIHW)
www.aihw.gov.au
- Australian Medical Council Limited (AMC)
www.amc.org.au
- Australian Medical Students Association (AMSA)
www.amsa.org.au
- Australia's Health Workforce Online
www.ahwo.gov.au/index.asp
- Australian Resource Centre for Hospital Innovations (ARCHI)
www.archi.net.au
- Clinical Excellence Commission
www.cec.health.nsw.gov.au
- Committee of Presidents of Medical Colleges (CPMC)
www.cpmc.edu.au
- Confederation of Postgraduate Medical Education Councils (CPMEC)
www.cpmecc.org.au
- Emergency Care Institute
www.ecinsw.com.au
- Health Professional and Medical Salaries (State) Award
http://www.health.nsw.gov.au/careers/conditions/Awards/hsu_he_profmed_salaries.pdf

- Justice Health
www.justicehealth.nsw.gov.au
- MABEL-Medicine in Australia: Balancing Employment and Life
<https://mabel.org.au>
- Medical Deans Australia and New Zealand
www.medicaldeans.org.au
- Ministry of Health
www.health.nsw.gov.au
- Royal Australasian College of Physicians (RACP)
www.racp.edu.au
- Royal Australasian College of Surgeons (RACS)
www.surgeons.org
- Royal Australian & New Zealand College of Obstetricians & Gynaecologists (RANZCOG)
www.ranzcog.edu.au
- Royal Australian & New Zealand College of Ophthalmologists (RANZCO)
www.ranzco.edu/
- Royal Australian & New Zealand College of Psychiatrists (RANZCP)
www.ranzcp.org
- Royal Australian & New Zealand College of Radiologists (RANZCR)
www.ranzcr.edu.au
- Royal Australian College of General Practitioners (RACGP)
www.racgp.org.au
- Royal Australian College of Medical Administrators (RACMA)
www.racma.edu.au
- Royal College of Pathologists of Australasia (RCPA)
<http://www.rcpa.edu.au/>

Metropolitan NSW local health districts

- Central Coast – www.health.nsw.gov.au/cclhd
- Illawara Shoalhaven – www.health.nsw.gov.au/islhd
- Nepean Blue Mountains – www.health.nsw.gov.au/nbmlhd

- Northern Sydney – www.health.nsw.gov.au/nslhd
- South Eastern Sydney – www.health.nsw.gov.au/seslhd
- South Western Sydney – www.health.nsw.gov.au/swslhd
- Sydney – www.health.nsw.gov.au/sydlhd
- Western Sydney – www.health.nsw.gov.au/wslhd

Rural and regional NSW local health districts

- Far West – www.fwlhd.health.nsw.gov.au
- Hunter New England – www.health.nsw.gov.au/hnelhd
- Mid North Coast – www.health.nsw.gov.au/mnclhd
- Murrumbidgee – www.health.nsw.gov.au/mlhd
- Northern NSW – www.health.nsw.gov.au/nswlhd
- Southern NSW – www.health.nsw.gov.au/snswlhd
- Western NSW – www.wnswlhd.health.nsw.gov.au

Specialty networks

Sydney Children's Hospital Network

- Randwick and Westmead – www.schn.health.nsw.gov.au

St Vincent's Health Network:

- St Vincent's Hospital, Sacred Heart Hospice and St Joseph's – www.svhs.org.au/home/about-us/st-vincents-health-network-sydney

Other

- Vocational Preparation Handbook, Australian College of Remote and Rural Medicine
www.acrrm.org.au/vocational-training
- Hunter Postgraduate Medical Institute (HPMI) Career Handbook:
www.hpmi.org/site/index.cfm?display=34975
- CMO training information:
Hospital Skills Program – www.heti.nsw.gov.au/hsp

First-year advanced vocational training positions/trainees by medical specialty and state/territory, 2013

Data taken from <http://www.health.gov.au/internet/main/publishing.nsf/Content/work-pubs-mtrp-18>

Medical specialty	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUS
Addiction medicine(a)	3	1	0	1	1	1	0	0	7
Adult medicine(a)	214	198	118	57	58	12	5	15	677
Anaesthesia	46	45	49	8	18	3	3	2	174
Anaesthesia - pain medicine	10	5	6	2	2	3	0	0	28
Dermatology	8	13	4	5	2	0	0	0	32
Emergency medicine(b)	53	34	45	13	27	1	4	3	180
General practice									
- GPET(c)		395	263	260	99	137	35	33	(f) 1,222
- ACRRM(d)
Intensive care	11	15	15	0	3	0	1	3	48
Medical administration	13	2	10	1	3	2	2	0	33
Obstetrics and gynaecology	20	25	23	10	4	3	1	1	87
Occupational and environmental medicine	8	4	3	0	5	0	1	0	21
Ophthalmology	12	5	4	2	4	1	0	0	28
Oral and maxillofacial surgery	0	2	2	1	0	0	1	0	6
Paediatrics(a)	107	73	50	31	46	4	3	1	315
Palliative medicine(a),(e)	1	5	4	4	1	0	0	0	15
Pathology	17	11	10	7	6	1	2	3	57
Pathology and RACP (jointly)	22	21	8	4	7	0	0	3	65
Psychiatry	36	32	27	1	3	4	0	2	105
Public health medicine(a)	8	7	4	3	5	1	1	4	33
Radiation oncology	8	2	4	2	0	0	1	1	18
Radiodiagnosis	23	21	17	10	9	1	0	5	86
Rehabilitation medicine(a)	28	16	11	1	3	1	0	1	61
Sexual health medicine(a)	0	0	0	0	1	0	0	0	1
Sport and exercise medicine	4	2	2	0	0	0	0	0	8
Surgery	92	58	46	19	25	3	1	5	249
Total	1,139	860	722	281	370	76	59	49	3,556



Notes to table

- (a) Includes all trainees who have undertaken less than 12 months certified units.
- (b) Both emergency medicine and paediatrics account for trainees undertaking paediatric emergency medicine.
- (c) Figures are for those enrolled in the 2014 training year and include those now withdrawn or fellowed.
- (d) This applies to Independent Pathway registrars only, figures cannot be provided due to the individual training requirements for these registrars following recognition of prior learning.
- (e) Includes Chapter trainees only.
- (f) ACT data included in NSW figures for general practice, GPET.

Source: Medical colleges and GPET

Medical Board of Australia list of specialties, fields of specialty practice, and related specialist titles

Source: www.medicalboard.gov.au

Specialty	Fields of specialty practice	Specialist titles
Addiction medicine	–	Specialist in addiction medicine
Anaesthesia	–	Specialist anaesthetist
Dermatology	–	Specialist dermatologist
Emergency medicine	–	Specialist emergency physician
General practice	–	Specialist general practitioner
Intensive care medicine	–	Specialist intensive care physician
	Paediatric Intensive Care	Specialist paediatric intensive care physician
Medical administration	–	Specialist medical administrator
Obstetrics and gynaecology	–	Specialist obstetrician and gynaecologist
	Gynaecological oncology	Specialist gynaecological oncologist
	Maternal–fetal medicine	Specialist in maternal–fetal medicine
	Obstetrics and gynaecological ultrasound	Specialist in obstetrics and gynaecological ultrasound
	Reproductive endocrinology and infertility	Specialist in reproductive endocrinology and infertility
	Urogynaecology	Specialist urogynaecologist
Occupational and environmental medicine	–	Specialist occupational and environmental physician
Ophthalmology	–	Specialist ophthalmologist
Paediatrics and child health	–	Specialist paediatrician
	Clinical genetics	Specialist paediatric clinical geneticist
	Community child health	Specialist in community child health
	General paediatrics	Specialist general paediatrician
	Neonatal and perinatal medicine	Specialist neonatologist
	Paediatric cardiology	Specialist paediatric cardiologist

Specialty	Fields of specialty practice	Specialist titles
Paediatrics and child health (continued)	Paediatric clinical pharmacology	Specialist paediatric clinical pharmacologist
	Paediatric emergency medicine	Specialist paediatric emergency physician
	Paediatric endocrinology	Specialist paediatric endocrinologist
	Paediatric gastroenterology and hepatology	Specialist paediatric gastroenterologist and hepatologist
	Paediatric haematology	Specialist paediatric haematologist
	Paediatric immunology and allergy	Specialist paediatric immunologist and allergist
	Paediatric infectious diseases	Specialist paediatric infectious diseases physician
	Paediatric intensive care medicine	Specialist paediatric intensive care physician
	Paediatric medical oncology	Specialist paediatric medical oncologist
	Paediatric nephrology	Specialist paediatric nephrologist
	Paediatric neurology	Specialist paediatric neurologist
	Paediatric nuclear medicine	Specialist paediatric nuclear medicine physician
	Paediatric palliative medicine	Specialist paediatric palliative medicine physician
	Paediatric rehabilitation medicine	Specialist paediatric rehabilitation physician
	Paediatric respiratory and sleep medicine	Specialist paediatric respiratory and sleep medicine physician
Paediatric rheumatology	Specialist paediatric rheumatologist	
Pain medicine	–	Specialist pain medicine physician
Palliative medicine		Specialist palliative medicine physician
Pathology		Specialist pathologist
	General pathology	Specialist general pathologist
	Anatomical pathology (including cytopathology)	Specialist anatomical pathologist
	Chemical pathology	Specialist chemical pathologist

Specialty	Fields of specialty practice	Specialist titles
Pathology (continued)	Haematology	Specialist haematologist
	Immunology	Specialist immunologist
	Microbiology	Specialist microbiologist
	Forensic pathology	Specialist forensic pathologist
Physician		Specialist physician
	Cardiology	Specialist cardiologist
	Clinical genetics	Specialist clinical geneticist
	Clinical pharmacology	Specialist clinical pharmacologist
	Endocrinology	Specialist endocrinologist
	Gastroenterology and hepatology	Specialist gastroenterologist and hepatologist
	General medicine	Specialist general physician
	Geriatric medicine	Specialist geriatrician
	Haematology	Specialist haematologist
	Immunology and allergy	Specialist immunologist and allergist
	General pathology	Specialist general pathologist
	Anatomical pathology (including cytopathology)	Specialist anatomical pathologist
	Chemical pathology	Specialist chemical pathologist
	Haematology	Specialist haematologist
	Immunology	Specialist immunologist
	Microbiology	Specialist microbiologist
	Forensic pathology	Specialist forensic pathologist
	Infectious diseases	Specialist infectious diseases physician
	Medical oncology	Specialist medical oncologist
	Nephrology	Specialist nephrologist
	Neurology	Specialist neurologist
	Nuclear medicine	Specialist nuclear medicine physician
Respiratory and sleep medicine	Specialist respiratory and sleep medicine physician	
Rheumatology	Specialist rheumatologist	

Specialty	Fields of specialty practice	Specialist titles
Psychiatry	–	Specialist psychiatrist
Public health medicine	–	Specialist public health physician
Radiation oncology	–	Specialist radiation oncologist
Radiology	Diagnostic radiology	Specialist radiologist
	Diagnostic ultrasound	Specialist radiologist
	Nuclear medicine	Specialist in nuclear medicine
Rehabilitation medicine	–	Specialist rehabilitation physician
Sexual health medicine	–	Specialist sexual health physician
Sport and exercise medicine	–	Specialist sport and exercise physician
Surgery		Specialist surgeon
	Cardio-thoracic surgery	Specialist cardio-thoracic surgeon
	General surgery	Specialist general surgeon
	Neurosurgery	Specialist neurosurgeon
	Orthopaedic surgery	Specialist orthopaedic surgeon
	Otolaryngology – head and neck surgery	Specialist otolaryngologist - head and neck surgeon
	Oral and maxillofacial surgery	Specialist oral and maxillofacial surgeon
	Paediatric surgery	Specialist paediatric surgeon
	Plastic surgery	Specialist plastic surgeon
	Urology	Specialist urologist
Vascular surgery	Specialist vascular surgeon	

The Doctor's Compass

is a companion to

The Doctor's GPS: a career guide for JMOs

Both publications are available from HETI.

Health Education and Training Institute
Building 12
Gladesville Hospital
GLADESVILLE NSW 2111

Tel. (02) 9844 6551

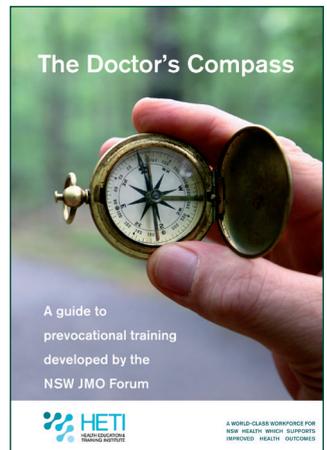
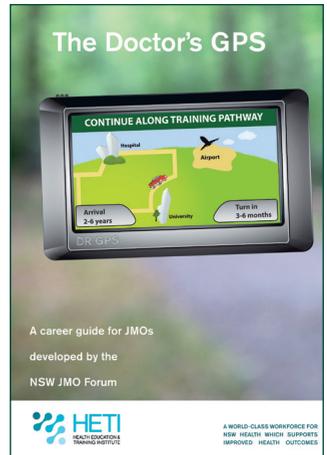
Fax. (02) 9844 6544

www.heti.nsw.gov.au

heti-info@health.nsw.gov.au

Post: Locked Bag 5022
GLADESVILLE NSW 1675

For further copies of this document please contact HETI, or visit the HETI website:
www.heti.nsw.gov.au





HETI and the JMO Forum have produced this guide for resident medical officers to help them make the move from prevocational training to the next stage of their medical career.