

POSTGRADUATE MEDICAL COUNCIL of VICTORIA

INTERN MATCH REPORT 2021/2022

Victorian Intern Match 2021 for positions commencing in 2022 Summary Report

Allocation and Placement Service

The Postgraduate Medical Council of Victoria Inc (PMCV) conducts the Intern Allocation and Placement Service (APS) on behalf of the Victorian Department of Health (DH). The purpose of the centralised service is to simplify health service recruitment and candidate application processes, reduce duplication of work, and provide an impartial mechanism for matching candidates to health services according to the preferences expressed by both.

Introduction of the Victorian Rural Preferential Allocation (VRPA) Round

At the request of the DH, the PMCV developed and implemented the VRPA process as a component of the 2021 Intern Match. The objective of the VRPA was to fill most rural and regional intern positions in Victoria, prior to the allocation of metro- and outer-metro positions.

The VRPA round was open to Victorian, and interstate graduates holding Australian citizenship or permanent residency. Interstate graduates participating in the VRPA were required to provide evidence that they met set criteria which would support their connection to rural Victoria.

The process aimed to allow candidates with a genuine interest in working rurally a better opportunity to secure a rural internship position, and rural health services and intern training programs an improved chance of recruiting and retaining a high-quality medical workforce.

Intern Positions

There were 889 (FTE) accredited intern positions filled in 2021 for commencement at the start of the 2022 clinical year. This was a significant increase in the number of available intern positions across the state compared to the previous year. The PMCV Accreditation Committee approved 40 additional positions between 2020 and the initial round of allocation in June of 2021, and 21 additional positions over the course of the 2021 Intern Match process.

Position numbers increased most significantly in outer-metro and rural health services.

Table 1: 2022 Intern positions by health service/intern training program

Health Service / Intern Training Program	Total positions available in 2020 for 2021 start	New positions Accredited between end 2020 and June 2021, for 2022 start	New positions Accredited between June 2021 and end 2021, for 2022 start	Total increase	Total number positions available in 2021 for 2022 start
Albury Wodonga Health	10	5	0	5	15
Alfred Health	56	4	0	4	60
Austin Health	62	3	0	3	65
Bairnsdale	2	0	0	0	2
Ballarat Health Services	30	4	0	4	34
Barwon Health	43	2	0	2	45
Barwon South West RG Program	5	0	0	0	5
Bendigo Health	40	0	0	0	40
Eastern Health	68	2	0	2	70
Gippsland RG program	5	0	0	0	5
Gippsland Rural Intern Training Program	30	0	2	2	32
Goulburn Valley Health	32	0	0	0	32
Grampians RG program	5	0	0	0	5
Hume RG program	15	0	0	0	15
Loddon Mallee RG program	5	0	0	0	5
Melbourne Health (Royal Melbourne Hospital)	79	-2	0	-2	77 ¹
Mercy Health Werribee	5	0	0	0	5
Mildura Base Public Hospital	5	0	0	0	5
Monash Health	107	0	0	0	107 ²
Northeast Health Wangaratta	9	0	0	0	9
Northern Health	45	5	2	7	52
Peninsula Health	39	1	1	2	41
Portland District Health	2	0	0	0	2
South West Healthcare - Warrnambool	5	5	0	5	10
South West Healthcare - Warrnambool – Indigenous Internship	2	0	0	0	2
St Vincents Health	61	4	0	4	65
Western Health	62	7	16	23	85
Total	829	40	21	61	890

¹ Melbourne Health (including Melbourne Health Indigenous internship program) reduced their intake by two positions, due to a change in one of their secondment health services.

² One 2022 position at Monash Health was pre-filled by two part-time interns who had commenced in 2021 and would continue their internships in 2022.

Eligibility Criteria and Priority Group List for Victoria

The following candidates were eligible to enter the Victorian Intern Match, and allocation to positions took place in order of the priority categories.

Priority Groups	Eligibility criteria for Victorian Rural Preferential Allocation (VRPA)
VRPA Priority Group 1	Australian citizens or permanent residents and New Zealand citizens graduating from Victorian medical schools including CSP and domestic full fee-paying students (i.e. graduates of University of Melbourne, Monash University, Deakin University and University of Notre Dame: Melbourne & Ballarat Clinical Schools).
VRPA Priority Group 2	Australian permanent resident graduates of interstate universities who meet the following criteria: Completed their Year 12 schooling in Victoria; OR Graduates of the University of New South Wales who have undertaken their last two years of clinical placement at Albury Wodonga Health clinical school

Priority Groups	Eligibility criteria for Victorian Intern Match
Priority Group 1	Australian citizens or permanent residents and New Zealand citizens graduating from Victorian medical schools including CSP and domestic full fee paying students (i.e. graduates of University of Melbourne, Monash University, Deakin University and University of Notre Dame: Melbourne & Ballarat Clinical Schools).
Priority Group 2	Australian temporary resident graduates of Victorian medical schools. Interstate Special Consideration
Priority Group 3	Australian citizens or permanent residents and New Zealand citizens graduating from an interstate or New Zealand medical school; Australian temporary resident graduates of interstate universities; New Zealand temporary resident graduates of New Zealand universities; Graduates from an overseas campus of an Australian/New Zealand University accredited by the Australian Medical Council (Monash University, Malaysia or University of Queensland, Ochsner).

Recruitment within priority categories was undertaken according to merit. There was no distinction for recruitment purposes between candidates of different eligibility criteria within the same priority category.

VRPA Priority Group 1 and Priority Group 1 candidates were guaranteed an offer of internship in Victoria if they applied via the Victorian Intern Match and complied with the Match Business Rules

and policies, as per the Council of All Governments (COAG) Agreement (2006). The DH continued to extend this guarantee to domestic full fee paying Victorian clinical school students in 2021, as well as graduates in a Commonwealth Supported Place.

Interstate Special Consideration candidates were permanent resident Australian trained graduates of an interstate medical school who had applied for and been granted special consideration for inclusion in the Intern Match as a Priority Group 2 candidate. Applications for Interstate Special Consideration were assessed against the eligibility criteria and grounds laid out in the Interstate Special Consideration Policy. The change in Priority Group assignment of successful applicants for Interstate Special Consideration did not guarantee the applicant an offer of internship in Victoria.

The Victorian allocation and offer rounds were as follows:

1. VRPA
2. Priority Group 1 allocation round
3. Priority Group 1 unallocated candidates allocation round
4. Priority Group 2 allocation round
5. Priority Group 3 offers process

Participating candidates

Table 2: 2021/22 Victorian Intern Match, candidates by eligibility group

Eligibility criteria	Total candidates
VRPA Priority Group 1	96
VRPA Priority Group 2	37
Australian citizen or permanent resident, or New Zealand citizen graduating from a Victorian medical school.	705*
Australian citizen or permanent resident, or New Zealand citizen graduating from an interstate medical school.	145
Australian temporary resident graduate of a Victorian medical school.	128
Australian temporary resident graduate of an interstate university.	28
Graduate from an overseas campus of an Australian/New Zealand University accredited by the Australian Medical Council (Monash University, Malaysia or University of Queensland, Ochsner).	82
Interstate Special Consideration candidate (Interstate permanent resident/citizen).	5
Australian citizen or permanent resident, or New Zealand citizen graduating from a New Zealand medical school.	3
New Zealand temporary resident graduate of a New Zealand university	1
Total	1188

*One Permanent Resident Victorian trained graduate participated in the 2021 Intern Match but was not guaranteed an offer of internship; this candidate was not included in Priority Group 1.

Applicants by gender

There were 638 female and 549 male candidates, and one candidate who preferred not to identify their gender, participating in the 2021 Intern Match. This gender distribution was consistent with the previous two years' match processes, with 54% of the applicant cohort identifying as female.

Aboriginal and Torres Strait Islander applicants

There were nine applicants who identified as Aboriginal and one applicant who identified as Torres Strait Islander participating in the 2021 Match. The Torres Strait Islander applicant, and eight of the Aboriginal applicants, were Victorian graduates. These candidates all received offers of internship in Victoria. One of the candidates later declined their offer. The remaining Aboriginal applicant was an interstate graduate and did not receive an offer of internship in Victoria.

Paired candidates

If two candidates wish to obtain appointments at the same health service, they must submit a 'Paired Candidate' application. Paired candidate applicants need to have identical health service preference lists (the same preferences in the same order). In the 2021 intern match for 2022 positions, 14 Priority Group 1 candidates and 14 VRPA Priority Group 1 candidates submitted paired candidate applications, for a total of 14 pairs.

All were allocated via algorithm in the VRPA and Priority Group 1 match rounds.

There were a further 2 candidates from Priority Group 3 who submitted a paired application via the 2021 Intern Match. Neither of these applicants were offered a position in Victoria.

Part-time internship

Two Priority Group 1 candidates were allocated to part-time internship positions at Barwon Health, via the VRPA round. The candidates will job-share to complete their internship requirements over two years. Another pair of job-sharing interns who commenced in 2021 will continue their internship requirements at Monash Health in 2022.

VRPA Round

At the time of the VRPA round, there were 261 internship positions available at VRGP and rural health services. There were 167 positions entered into the VRPA round.

This calculation was made to allow for at least half of the available positions at each rural health service, and all available VRGP positions, to be entered whilst ensuring enough positions remained available for all applicants guaranteed an offer of internship to be placed in the subsequent rounds of allocation.

Health service / Intern Training Program	Number positions in VRPA	Total positions available when VRPA conducted	Percentage of positions included in VRPA
Albury Wodonga Health - Intern	10	15	67%
Bairnsdale Regional Health Service - Intern	2	2	100%
Ballarat Health Services - Intern	21	34	62%
Barwon Health - Intern	23*	45	51%
Barwon Southwest Rural Generalist Intern Training Program - <i>Victorian Rural Generalist Internship</i>	5	5	100%
Bendigo Health - Intern	21	40	53%
Gippsland Rural Generalist Intern Training Program - <i>Victorian Rural Generalist Internship</i>	5	5	100%
Gippsland Rural Intern Training Program - Intern	17	30	57%
Goulburn Valley Health - Intern	17	32	53%
Grampians Rural Generalist Intern Training Program - <i>Victorian Rural Generalist Internship</i>	5	5	100%
Hume Rural Generalist Intern Training Program - <i>Victorian Rural Generalist Internship</i>	15	15	100%
Loddon-Mallee Rural Generalist Intern Training Program - <i>Victorian Rural Generalist Internship</i>	5	5	100%
Mildura Base Public Hospital - Intern	4	5	80%
Northeast Health Wangaratta - Intern	7	9	78%
Portland District Health - Intern	2	2	100%
Southwest Healthcare - Indigenous Community Internship	1	2	50%
Southwest Healthcare - Intern	7	10	70%
Total	167	261	64%

* Two part-time interns were allocated to Barwon Health (24 interns, 23 FTE positions filled)

Of the 96 VRPA Priority Group 1 applicants, 95 were allocated via the VRPA Round. The VRPA Priority Group 1 applicant that was not allocated in this round was matched via the Priority Group 1 Match.

Of the 37 VRPA Priority Group 2 applicants, 32 were allocated via the VRPA Round. The VRPA Priority Group 2 applicants unallocated in this round all received offers in subsequent allocation rounds.

Over the course of the year, 9 VRPA Priority Group 1 candidates (9% of applicants in this category) and 22 VRPA Priority Group 2 candidates (59% of applicants in this category) declined offers of

internship in Victoria. Positions that were unfilled via the VRPA round were included in subsequent allocation rounds.

A total of 107 candidates who participated in the VRPA (87 Victorian and 15 interstate graduates) commenced internship in Victoria in 2022.

Round 2 – Priority Group 1 Allocation

At the time of the Priority Group 1 allocation round, there were 703 Priority Group 1 candidates, and one unallocated VRPA Priority Group 1 candidate. There were 869 accredited internship positions for 2022 commencement at this time, 127 of which had already been filled via the VRPA round.

Positions in excess of the total number of Priority Group 1 applicants participating in this allocation round were reserved for subsequent allocation rounds.

There were 34 unallocated Priority Group 1 candidates following the publication of the VRPA and Priority Group 1 allocation rounds. These applicants were placed via the Priority Group 1 unmatched candidates allocation round, aside from one applicant who chose to withdraw from the process at this time.

Over the course of the recruitment period, 44 Priority Group 1 applicants declined the offers internship they had previously accepted. As noted in the previous section regarding the VRPA round, 9 VRPA Priority Group 1 applicants later declined their offers, bringing the total number of Victorian trained permanent resident applicants declining their offers to 53. One unallocated Priority Group 1 candidate withdrew from the process without receiving an offer.

A total of 747 Victorian trained permanent residents commenced internship in 2022.

Preference allocation - VRPA Priority Group 1 and Priority Group 1 applicants

All applicants were able to nominate up to 8 preferences in the 2021 Intern Match process.

VRPA Priority Group 1 and Priority Group 1 applicants were guaranteed an offer of internship.

Of those guaranteed applicants allocated via algorithm in either the VRPA or Priority Group 1 allocation rounds, 76% were allocated within their top 3 preferences (an increase from 67% of candidates in the prior year's Match) and 90% were allocated within their top 5 preferences (an increase from 83% of candidates in the prior year).

Allocated preference	VRPA Priority Group 1	Priority Group 1	VRPA Priority Group 1 and Priority Group 1 combined
1	76	289	365
2	12	110	122
3	4	118	122
4	3	47	50
5		60	60
6		18	18
7		14	14
8		14	14
unmatched	1*	34	34*
Total	96	704	800

*The VRPA Priority Group 1 applicant unallocated via the VRPA round was allocated via the Priority Group 1 Match round

Round 3 – Priority Group 2 Allocation

Priority Group 2 included 128 graduates who had trained at a Victorian clinical school and held Australian temporary residency (full-fee international students), 5 interstate-trained permanent resident graduates who had been approved under the Interstate Special Consideration policy, and the 5 VRPA Priority Group 2 (interstate trained permanent residents) who had been unallocated via the VRPA round. There were 138 applicants included in this allocation round.

At this time, there were 110 positions available for allocation. This was a combination of positions that had been reserved for the Priority Group 2 allocation round, positions remaining unfilled from prior allocation rounds, positions that had been declined following prior allocation rounds, and newly Accredited positions. In the previous year's process, 69 positions had been available at the time of the Priority Group 2 allocation round.

Eighty-nine positions were filled during this allocation round. Forty-eight applicants and 21 positions were unallocated.

All 5 of the VRPA Priority Group 2 candidates who had been unallocated via the VRPA round were allocated in the Priority Group 2 Match. Three of the 5 Interstate Special Consideration candidates were allocated via algorithm, as were 81 of the 128 Victorian trained temporary residents.

Of the 47 Victorian trained temporary resident applicants who were unallocated in this round, 37 later received offers of internship in Victoria. Ten of these offers occurred during the Late Vacancy Management period. Both Interstate Special Consideration candidates who had been unallocated in this round later received offers of internship in Victoria.

Twenty-three Victorian trained temporary resident applicants declined the offers of internship they had received in Victoria. Two of the Interstate Special Consideration applicants declined their offers.

In 2022, 95 Victorian trained temporary residents and 3 Interstate Special Consideration applicants commenced internship in Victoria.

Round 4 – Priority Group 3 Offers

Offers to Priority Group 3 candidates were able to commence from 1 September 2021. From this date until the national closing date for intern offers (20 November 2020) Victorian health services could make offers to Priority Group 3 candidates, or Priority Group 2 candidates who remained unallocated, based on merit. There was no formal matching process for Round 3; offers were made directly by health services to candidates. The process was facilitated by PMCV, who ensured that candidates received only one Victorian offer, and maintained records of all offers and acceptances.

Forty-one Priority Group 3 applicants received offers of internship in Victoria, three receiving offers during the Late Vacancy Management period.

One Victorian trained permanent resident received an offer during the Priority Group 3 offers period. This applicant had not been guaranteed to receive an offer via the 2021 Intern Match, as they had declined an offer they received in the prior year's process. This applicant also declined their offer of 2022 internship.

Eighteen Priority Group 3 candidates declined the offers of internship they had received.

Twenty-three Priority Group 3 candidates commenced internship in Victoria in 2022.

Late Vacancy Management Process

The Late Vacancy Management (LVM) process commenced on 29 November, after the final national audit of offers and acceptances was conducted. This process was open only to candidates who were not holding an internship position in any Australian state or territory at the national closing date for offers of internship (19 November). During the LVM period, 22 offers of internship were made in Victoria, 10 of which were accepted.

The 2021 LVM process was unusual compared to previous years' processes, in that a relatively high number of vacancies arose after the national closing date for offers, and a relatively high number of applicants who received offers via this process did not accept them.

Five offers were made to LVM candidates who had not applied for internship in Victoria. Four of these offers were accepted.

Four offers of internship were made to International Medical Graduates (IMGs), after health services determined that they had exhausted the LVM list of all suitable applicants. Three of these offers were accepted.

One health service had a late vacancy arise in January of 2022, but opted not to fill the role, instead planning to backfill the rotations internally with doctors already employed at that health service.

Table 3: Total number offers made and accepted/declined

Priority Group	Eligibility Category	Total number of applicants	Matched allocation - VRPA	Matched allocation - Priority Group 1 Allocation Round	Priority Group 1 unmatched allocation process	Matched allocation - Priority Group 2 allocation round	Offers - Priority Group 2	Offers - Priority Group 3	Offers - LVM - Victorian Intern Match applicants	Offers - LVM - external applicants	Total Number of offers made	Withdrawn without receiving an offer	Total number offers declined	% of group to receive an offer	% of offers declined	Final candidate allocation at February 2022
1	VRPA Priority Group 1	96	95	1	NA	NA	NA	NA	NA	NA	96	0	9	100.00%	9.38%	87
1	Permanent resident Australian trained graduate (Victorian clinical school)	705*	NA	672	33	NA	NA	1*	NA	NA	704	1	44	99.86%	6.24%	660
2	VRPA Priority Group 2	37	31	NA	NA	6	NA	NA	NA	NA	37	0	22	100.00%	59.46%	15
2	Temporary resident Australian trained graduate (Victorian clinical school)	128	NA	NA	NA	81	27	NA	10	NA	118	0	23	92.19%	17.97%	95
2	Interstate Special Consideration	5	NA	NA	NA	3	1	NA	1	NA	5	0	2	100.00%	40.00%	3
3	Permanent resident Australian trained graduate (Interstate clinical school)	103	NA	NA	NA	NA	NA	26	NA	1	27	0	11	26.21%	40.74%	15
3	Temporary resident Australian trained graduate (Interstate clinical school)	28	NA	NA	NA	NA	NA	2	NA	NA	2	0	1	7.14%	50.00%	1
3	New Zealand Medical School Graduate (Permanent Resident or NZ citizen)	4	NA	NA	NA	NA	NA	NA	2	NA	2	0	2	50.00%	50.00%	0
3	AMC Accredited overseas trained (Monash Malaysia & Ochsner)	82	NA	NA	NA	NA	NA	11	1	NA	12	0	5	14.63%	41.67%	7
NA	Late Vacancy Management (LVM) - external applicants	5	NA	NA	NA	NA	NA	NA	NA	5	5	NA	1	NA	20.00%	4
NA	International Medical Graduate - LVM list exhausted	4	NA	NA	NA	NA	NA	NA	NA	4	4	NA	1	NA	25.00%	3
Total		1188	126													890
		+9 external	125 FTE	673	33	120	28	40	14	10	1012	1	121	84.54%	11.96%	889 FTE

*One applicant in this category was not guaranteed an offer of internship and was included in Priority Group 3

Version Control

Version approved along with date of next review.

Version	Amendments by	Changes	Date

Approved by

Next Review

Date
