

## Victorian Intern Match 2022 for positions commencing in 2023 Summary Report

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### **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 first developed and implemented the VRPA process as a component of the 2021 Intern Match. The objective of the VRPA was to fill the majority of available 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. In 2022, the eligibility criteria for the VRPA round were amended to include Victorian trained temporary residents.

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 928 (FTE) accredited intern positions available in 2022 for commencement at the start of the 2023 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 38 additional positions for 2023 commencement.

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

Table 1: 2023 Intern positions by health service/intern training program

Health Service / Intern Training Program	Total positions available in 2020 for 2021 start	Total positions available in 2021 for 2022 start	Total positions available in 2022 for 2023 start
Albury Wodonga Health	10	15	15
Alfred Health	56	60	60
Austin Health	62	65	65
Bairnsdale	2	2	7
Barwon Health	43	45	44 <sup>1</sup>
Barwon South West RG Program	5	5	5
Bendigo Health	40	40	40
Eastern Health	68	70	69
Gippsland RG program	5	5	5
Gippsland Rural Intern Training Program	30	32	31
Grampians Health Ballarat	30	34	35
Goulburn Valley Health	32	32	32
Grampians RG program	5	5	5
Hume RG program	15	15	15
Loddon Mallee RG program	5	5	5
Melbourne Health (Royal Melbourne Hospital)	79	77	77
Mercy Health Werribee	5	5	10
Mildura Base Public Hospital	5	5	10
Monash Health	107	107	124
Northeast Health Wangaratta	9	9	9
Northern Health	45	52	49
Peninsula Health	39	41	43
Portland District Health	2	2	2
South West Healthcare - Warrnambool	5	10	11
South West Healthcare - Warrnambool – Indigenous Internship	2	2	2
St Vincents Health	61	65	65 <sup>2</sup>
Western Health	62	85	93 <sup>3</sup>
<b>Total</b>	<b>829</b>	<b>890</b>	<b>928</b>

<sup>1</sup> 2 part-time interns who commenced in 2022 will continue in 2023

<sup>2</sup> 4 part-time interns will commence in 2023

<sup>3</sup> 2 part-time interns will commence in 2023

## 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)
<b>VRPA Priority Group 1</b>	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).
<b>VRPA Priority Group 2</b>	Australian permanent resident graduates of interstate universities who met 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  Australian temporary resident graduates of Victorian medical schools.

Priority Groups	Eligibility criteria for Victorian Intern Match
<b>Priority Group 1</b>	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).
<b>Priority Group 2</b>	Australian temporary resident graduates of Victorian medical schools.  Interstate Special Consideration
<b>Priority Group 3</b>	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 applying in 2022 for 2023 internship, 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: 2022/23 Victorian Intern Match, candidates by eligibility group

Eligibility criteria	Total candidates
VRPA Priority Group 1	114
VRPA Priority Group 2	80
Australian citizen or permanent resident, or New Zealand citizen graduating from a Victorian medical school.	683
Australian citizen or permanent resident, or New Zealand citizen graduating from an interstate medical school.	134
Australian temporary resident graduate of a Victorian medical school.	81
Australian temporary resident graduate of an interstate university.	40
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).	71
Interstate Special Consideration candidate (Interstate permanent resident/citizen).	15
Australian citizen or permanent resident, or New Zealand citizen graduating from a New Zealand medical school.	4
New Zealand temporary resident graduate of a New Zealand university	0
<b>Total</b>	<b>1223</b>

### Applicants by gender

There were 676 female, 538 male, and 6 non-binary candidates, as well as two candidates who preferred not to identify their gender, participating in the 2022 Intern Match. This gender distribution was consistent with the previous two years' match processes, in which 54 percent of participating candidates identified as female.

### 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 2022 Intern Match for 2023 positions, 8 Priority Group 1 candidates, 12 VRPA Priority Group 1 candidates, and 8 VRPA Priority Group 2 candidates, submitted paired 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 2022 Intern Match. Neither of these applicants were offered a position in Victoria.

### Part-time internship

As indicated in Table 2 above, there will be six interns commencing in a part-time capacity in 2023, while another two interns who commenced in 2022 will complete their part-time internships in 2022.

### VRPA Round

At the time of the VRPA round, there were 271 internship positions available at VRGP and rural health services. There were 218 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 into the VRPA, whilst ensuring enough positions remained available for all applicants guaranteed an offer of internship to be placed in the subsequent rounds of allocation

Table 3: VRPA Position Distribution by health service

Health Service	Positions included in VRPA Round 2022	Positions reserved for subsequent rounds in 2022	Total rural positions available in 2022	Percentage of positions included in 2022 VRPA
Albury Wodonga Health	12	3	15	80%
Bairnsdale Regional Health Service	7	0	7	100%
Barwon Health	28	16	44	64%
Barwon South West RG Program	5	0	5	100%
Bendigo Health	29	10	39	74%
Gippsland RG Program	5	0	5	100%
Gippsland Rural Intern Training	25	7	32	78%
Goulburn Valley Health	25	7	32	78%
Grampians Health Ballarat	24	10	34	71%
Grampians RG Program	5	0	5	100%
Hume RG Program	15	0	15	100%
Loddon Mallee RG Program	5	0	5	100%
Mildura Base Public Hospital	9	0	9	100%
Northeast Health Wangaratta	9	0	9	100%
Portland District Health	2	0	2	100%
South West Healthcare Warrnambool	11	0	11	100%
South West Healthcare Warrnambool Indigenous Intern Training Program	2	0	2	100%
<b>Total</b>	<b>218</b>	<b>53</b>	<b>271</b>	<b>80%</b>

Of the 114 VRPA Priority Group 1 applicants, 112 were allocated via the VRPA Round. The VRPA Priority Group 1 applicants unallocated in this round were matched via the Priority Group 1 Match.

Of the 80 VRPA Priority Group 2 applicants, 70 were allocated via the VRPA Round. Eight of the VRPA Priority Group 2 applicants unallocated in this round were matched via the Priority Group 2 Match, while 2 did not receive offers in Victoria. Positions that were unfilled via the VRPA round were included in subsequent allocation rounds.

Over the course of the year, 14 VRPA Priority Group 1 candidates and 13 VRPA Priority Group 2 candidates declined offers of internship in Victoria. *One VRPA Priority Group 1 applicant sadly passed away prior to commencing internship.*

### Priority Group 1 Allocation Round

At the time of the Priority Group 1 allocation round, there were 683 Priority Group 1 candidates, and two unallocated VRPA Priority Group 1 candidates. There were 919 internship positions accredited for 2023 commencement at this time, 182 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 20 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 two applicants who chose to withdraw from the process at this time.

Over the course of the recruitment period, 29 Priority Group 1 applicants declined the offers internship they had previously accepted. As noted in the previous section regarding the VRPA round, 14 VRPA Priority Group 1 applicants later declined their offers, bringing the total number of Victorian trained permanent resident applicants declining their offers to 43. Two unallocated Priority Group 1 candidates withdrew from the process without receiving an offer.

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

All applicants were able to nominate up to 8 preferences in the 2022 Intern Match process.

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

Of the VRPA Priority Group 1 and Priority Group 1 applicants allocated via algorithm in either the VRPA or Priority Group 1 allocation rounds, 87% were allocated within their top 3 preferences (an increase from 76% of candidates in the prior year's Match) and 96% were allocated within their top 5 preferences (an increase from 90% 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	93	377	469
2	12	115	127
3	5	88	93
4	1	40	41
5	1	32	33
6		4	4
7		4	4
8		3	3
unmatched	2*	20	22
<b>Total</b>	<b>114</b>	<b>683</b>	<b>797</b>

\*The VRPA Priority Group 1 applicants unallocated via the VRPA round were allocated via the Priority Group 1 Match round

### **Priority Group 2 Allocation**

Priority Group 2 included 81 graduates who had trained at a Victorian clinical school and held Australian temporary residency (full-fee international students), 15 interstate-trained permanent resident graduates who had been approved under the Interstate Special Consideration policy, and the 10 VRPA Priority Group 2 candidates who had been unallocated via the VRPA round.

Results of the Priority Group 2 allocation round were released on 22 August 2022. At this time, there were 75 positions available for allocation. These positions were those 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.

There were 70 positions filled by Priority Group 2 applicants during this allocation round. Fifty-nine of these positions were filled by Victorian trained permanent resident graduates. Eight 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 15 Interstate Special Consideration candidates were allocated via algorithm.

Of the 21 Victorian trained temporary resident applicants who were unallocated in this round, 20 later received offers of internship in Victoria. Three of these offers occurred during the Late Vacancy Management period. Eight Interstate Special Consideration candidates who had been unallocated in this round later received offers of internship in Victoria.

Eleven Victorian trained temporary resident applicants declined the offers of internship they had received in Victoria. One of the Interstate Special Consideration applicants also declined their Victorian internship offer.

### **Priority Group 3 Offers**

Offers to Priority Group 3 candidates were able to commence from 24 August 2022. From this date until the national closing date for intern offers (18 November 2022), Victorian health services were permitted to make offers to Priority Group 3 candidates, or Priority Group 2 candidates who remained unallocated, based on merit. There was no formal matching process via algorithm for Priority Group 3 applicants; offers were made directly by health services to candidates as vacancies arose and health services considered the available applicants. The process was facilitated by PMCV, who ensured that candidates received only one Victorian offer, and maintained records of all offers and acceptances.

There were 34 Priority Group 3 applicants who received offers of internship in Victoria. Of these, 17 were Permanent Resident graduates of interstate medical schools, 9 were Temporary Resident graduates of interstate medical schools, and 8 were graduates of Monash University's Malaysia campus.

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

### **Late Vacancy Management Process**

The Late Vacancy Management (LVM) process commenced on 5 December 2022, after the final national audit of offers and acceptances was conducted. This process was open only to candidates who had applied for internship in at least one Australian state or territory and met the eligibility criteria for inclusion in that jurisdiction's internship recruitment process, who were not holding an internship position in any Australian state or territory at the national closing date for offers of



internship (18 November). During the LVM period, 13 offers of internship were made in Victoria, 12 of which were accepted.

The 2022 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 of internship (18 November 2022).

An interstate graduate was granted special consideration to participate in the LVM process despite having already accepted an interstate internship offer, due to a change in their personal circumstances requiring them to relocate to Victoria. This applicant accepted an offer of part-time internship in Victoria during the LVM period.

Two Victorian graduates who had not applied for internship via the Intern Match, but whose circumstances had changed and who had contacted PMCV to request special consideration to make a late application to participate in the LVM process, accepted offers of internship during the LVM period.

Three offers were made to and accepted by candidates participating in the LVM, who had applied for internship in other jurisdictions but had not applied for internship in Victoria.

Five offers of internship were made to and accepted by International Medical Graduates (IMGs) who were not participating in the LVM process, after health services determined that they had exhausted the LVM list of all suitable applicants.

One health service had a late vacancy arise in March of 2023. As yet this position has not been filled.

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 - Late Vacancy Management (LVM)	Total Number of offers made	Withdrew without receiving an offer	Total number offers declined	% of group to receive an offer	% of offers declined	Final candidate allocation - commenced internship in 2023
1	VRPA Priority Group 1	114	112	2							114		15 <sup>4</sup>	100.00%	13.16%	99
1	Permanent resident Australian trained (Victorian)	683		663	18						681	2	29	99.71%	4.26%	652
2	VRPA Priority Group 2	80	70			8					78		13	97.50%	16.67%	65
2	Temporary resident Australian trained (Victorian)	81				59	18		2		79		11	97.53%	13.92%	68
2	Interstate Special Consideration	15				3	8				11		1	73.33%	9.09%	10
3	Permanent resident Australian trained (Interstate)	134						17			17	1	7	12.69%	41.18%	10
3	Temporary resident Australian trained (Interstate)	40						9			9		5	22.50%	55.56%	4
3	Permanent Resident New Zealand trained	4									0			0.00%	0.00%	0
3	AMC accredited overseas trained (Monash Malaysia)	71						8			8		2	11.27%	25.00%	6
NA	Late Vacancy Management (LVM) - external applicants	3								3	3					3
NA	International Medical Graduate - LVM list exhausted	6								6	6					6
NA	Victorian graduates who did not apply via Intern Match	2								2	2					2
NA	Interstate graduate who did not apply via Intern Match	1								1	1					1
		<b>1222</b>														
<b>Total</b>		<i>plus 12 external</i>	<b>1222</b>	<b>182</b>	<b>665</b>	<b>18</b>	<b>70</b>	<b>26</b>	<b>34</b>	<b>2</b>	<b>12</b>	<b>1009</b>	<b>3</b>	<b>83</b>	<b>82.50%</b>	<b>926<sup>5</sup></b>

<sup>4</sup> Includes one applicant who sadly passed away prior to the commencement of the 2023 clinical year

<sup>5</sup> 926 candidates placed via the 2022 Intern Match and subsequent allocation processes commenced internship in 2023. 5 of these candidates commenced internship part-time. A further 3 candidates allocated in 2021 would continue or commence their internship part-time in 2023. There were 930 interns filling 926 positions in 2023.

## Version Control

*Version approved along with date of next review.*

<b>Version</b>	<b>Amendments by</b>	<b>Changes</b>	<b>Date</b>
<b>1</b>	Helen Singer		March 2023

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**Approved by**

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**Next Review**

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**Date**

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