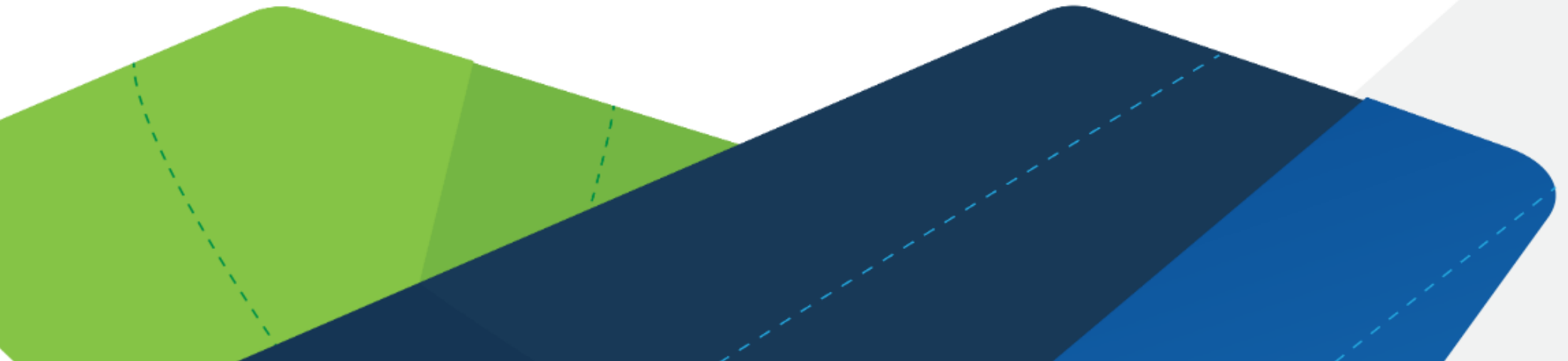


# Intern Recruitment

Frequently asked questions (FAQs)

Central Queensland Hospital and Health  
Service



# Contents

---

<b>INTERN TERMS</b>	<b>4</b>
<b>TERMS for PGY2</b>	<b>5</b>
<b>ACCREDITED TRAINING POSITIONS</b>	<b>6</b>
<b>LENGTH OF INTERN CONTRACT</b>	<b>7</b>
<b>ROTATIONS</b>	<b>7</b>
<b>RURAL PLACEMENT</b>	<b>7</b>
<b>REMOTE CALL</b>	<b>7</b>
<b>WARD CALL</b>	<b>8</b>
<b>EDUCATIONAL SESSIONS</b>	<b>8</b>
<b>SUPPORT FOR INTERNS</b>	<b>9</b>
<b>WORKLOAD and OVERTIME</b>	<b>10</b>
<b>NIGHT DUTY</b>	<b>10</b>
<b>LEAVE</b>	<b>10</b>
<b>LEAVE IN ADVANCE</b>	<b>10</b>
<b>RELOCATION</b>	<b>11</b>
<b>ACCOMMODATION</b>	<b>11</b>
<b>PART-TIME or JOB-SHARE</b>	<b>11</b>
<b>TERM 2/MID YEAR COMMENCEMENT</b>	<b>12</b>
<b>SWAPPING or TRANSFERS</b>	<b>12</b>
<b>INTERN: CONSULTANT RATIO</b>	<b>12</b>
<b>FACILITY BENEFITS</b>	<b>12</b>

<b>CAR PARKING</b>	<b>13</b>
<b>LIFESTYLE OFFER</b>	<b>13</b>
<b>CONTACTS</b>	<b>14</b>

# INTERN TERMS

What terms does your facility offer PGY1?

## Terms

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• <b>General Medicine</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Offered at two facilities: Rockhampton &amp; Gladstone Hospitals</li></ul></li></ul> | <ul style="list-style-type: none"><li>• <b>Emergency Medicine</b> (Clinical Experience Categories: A &amp; C)<ul style="list-style-type: none"><li>○ Offered at two facilities: Rockhampton &amp; Gladstone Hospitals</li></ul></li></ul>   |
| <ul style="list-style-type: none"><li>• <b>Cardiology</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• <b>Paediatrics</b> (Clinical Experience Categories: A &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>   |
| <ul style="list-style-type: none"><li>• <b>Rehabilitation</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• <b>Obstetrics &amp; Gynaecology</b> (Clinical Experience Categories: C &amp; D)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>                                |
| <ul style="list-style-type: none"><li>• <b>Palliative Care</b> (Clinical Experience Category: B)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>   | <ul style="list-style-type: none"><li>• <b>Mental Health</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>   |
| <ul style="list-style-type: none"><li>• <b>Renal Medicine</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• <b>Rural General Practice</b> (Clinical Experience Categories: A &amp; B)<ul style="list-style-type: none"><li>○ Offered at Emerald Medical Group &amp; Theodore Medical Centre</li></ul></li></ul> |
| <ul style="list-style-type: none"><li>• <b>Cancer Care</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>   | <ul style="list-style-type: none"><li>• <b>Community Health</b> (Clinical Experience Categories: A &amp; C)<ul style="list-style-type: none"><li>○ Offered at Capricorn Coast Hospital</li></ul></li></ul>                                  |
| <ul style="list-style-type: none"><li>• <b>General Surgery</b> (Clinical Experience Categories: C &amp; D)<ul style="list-style-type: none"><li>○ Offered at two facilities: Rockhampton &amp; Gladstone Hospitals</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• <b>Rural Generalism</b> (Clinical Experience Categories: A &amp; C)<ul style="list-style-type: none"><li>○ Offered at Emerald Hospital</li></ul></li></ul>  |
| <ul style="list-style-type: none"><li>• <b>Orthopaedic Surgery</b> (Clinical Experience Categories: C &amp; D)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>                                     |   |

*You will be asked for your term preferences prior to commencement. All requests are considered but not guaranteed. The allocation of terms is undertaken by the Medical Education Unit in consultation with the Director of Clinical Training, Central Queensland Hospital and Health Service.*

# TERMS for PGY2

What terms does your facility offer PGY2?

Noting the AMC prevocational framework is still under development therefore responses in this section are subject to change.

## Terms

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• <b>General Medicine</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Offered at two facilities: Rockhampton &amp; Gladstone Hospitals</li></ul></li></ul> | <ul style="list-style-type: none"><li>• <b>Emergency Medicine</b> (Clinical Experience Categories: A &amp; C)<ul style="list-style-type: none"><li>○ Offered at two facilities: Rockhampton &amp; Gladstone Hospitals</li></ul></li></ul> |
| <ul style="list-style-type: none"><li>• <b>Cardiology</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• <b>Emergency Medicine – Geriatrics</b> (Clinical Experience Category: A)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>                                     |
| <ul style="list-style-type: none"><li>• <b>Rehabilitation</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• <b>Paediatrics</b> (Clinical Experience Categories: A &amp; C)<ul style="list-style-type: none"><li>○ Offered at two facilities: Rockhampton &amp; Gladstone Hospitals</li></ul></li></ul>        |
| <ul style="list-style-type: none"><li>• <b>Renal Medicine</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• <b>Obstetrics &amp; Gynaecology</b> (Clinical Experience Categories: C &amp; D)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>                              |
| <ul style="list-style-type: none"><li>• <b>Cancer Care</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>   | <ul style="list-style-type: none"><li>• <b>Anaesthetics</b> (Clinical Experience Categories: C &amp; D)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>  |
| <ul style="list-style-type: none"><li>• <b>Geriatric Medicine</b> (Clinical Experience Category: B)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• <b>Intensive Care</b> (Clinical Experience Category: C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>  |
| <ul style="list-style-type: none"><li>• <b>Hospital in the home (HITH)</b> (Clinical Experience Category: B)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>                                       | <ul style="list-style-type: none"><li>• <b>Mental Health</b> (Clinical Experience Categories: B &amp; C)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>   |
| <ul style="list-style-type: none"><li>• <b>General Surgery</b> (Clinical Experience Categories: C &amp; D)<ul style="list-style-type: none"><li>○ Offered at two facilities: Rockhampton &amp; Gladstone Hospitals</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• <b>Community Health</b> (Clinical Experience Categories: A &amp; C)<ul style="list-style-type: none"><li>○ Offered at Capricorn Coast Hospital</li></ul></li></ul>                                |
| <ul style="list-style-type: none"><li>• <b>Orthopaedic Surgery</b> (Clinical Experience Categories: C &amp; D)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>                                     | <ul style="list-style-type: none"><li>• <b>Emerald Hospital</b> (Clinical Experience Categories: A &amp; C)<ul style="list-style-type: none"><li>○ Offered at Emerald Hospital</li></ul></li></ul>  |
| <ul style="list-style-type: none"><li>• <b>Urology / Ophthalmology</b> (Clinical Experience Category: D)<ul style="list-style-type: none"><li>○ Rockhampton Hospital only</li></ul></li></ul>   |   |

# ACCREDITED TRAINING POSITIONS

What accredited training positions does your facility offer?

## Registrars/Principal House Officers

- General Medicine – including terms in:
  - Medical Oncology
  - Geriatric Medicine
  - Renal Medicine
  - Cardiology
  - Palliative Care
  - Advanced Training – General Medicine & Renal Medicine
- Anaesthetics
- Intensive Care
- General Surgery
- Emergency Medicine
- Obstetrics and Gynaecology
- Paediatrics
- Orthopaedics
- Mental Health

# LENGTH OF INTERN CONTRACT

What length of contract does your facility offer?

CQHHS offers a 2-year contract to Interns.

# ROTATIONS

Will there be opportunities to do term rotations at another facility? If yes, which facility/facilities will the rotation(s) be to?

Yes – all interns are requested to nominate a preference for one off-site rotation. All requests are considered but are not guaranteed.

- Interns can rotate to Gladstone Hospital, Capricorn Coast Hospital, Emerald Medical Group (GP), Emerald Hospital, and Theodore Medical Centre (GP).
- Resident Medical Officers (PGY2+) can rotate to Gladstone Hospital, Capricorn Coast Hospital, and Emerald Hospital.

# RURAL PLACEMENT

Is rural placement part of PGY1?

Yes – two Rural General Practice Terms are available for PGY1.

- Emerald Medical Group
- Theodore Medical Centre

There is also a Rural Generalism Term offered for PGY1 at Emerald Hospital.

# REMOTE CALL

Does your facility require remote call? If yes, what are the conditions?

No - there is currently no remote call requirement for PGY1 or PGY2.

# WARD CALL

Does your facility require ward call? If yes, what are the conditions?

Yes – Interns working at Rockhampton Hospital are rostered to evening ward call shifts when in General Surgery and Orthopaedic Surgery placements. Interns in General Surgery, Orthopaedic Surgery, and General Medicine are also rostered to weekend ward call shifts.

Interns (PGY1) **are not** required to work overnight ward call shifts.

Resident Medical Officers (PGY2) are allocated to: Overnight ward call shifts, Evening ward call shifts, and Weekend Ward Call shifts.

# EDUCATIONAL SESSIONS

Does your facility provide educational sessions? If yes, what type of educational sessions and how often would they occur?

Educational sessions include:

- Mandatory, protected, weekly Intern education sessions catering to intern learning needs and interests and aligned with the National Framework for Prevocational Training Outcome Statements and Australian Curriculum Framework for Junior Doctors.
- Weekly RMO Masterclass education sessions.
- Intern Case-based Presentations
- Term Orientation meetings scheduled every Term.
- CQHHS-wide Grand Rounds Program every 4-weeks.
- Skills workshops i.e., US guided cannulation, communication, acute care
- Advance Life Support for Interns (ALSi) delivered during Term 1.
- Daily departmental education programming with vertically integrated intern-specific teaching i.e., journal clubs, radiology, pathology, and clinical sessions
- Clinical department-based intern specific education programs



# SUPPORT FOR INTERNS

What type of support does your facility provide for Interns?

Support for Interns is provided by the following

## Medical Education Unit:

- Formal Education Program (FEP).
- Personal and professional support for all prevocational doctors – open door policy.
- Oversight to departments to ensure prevocational doctors are fully supervised at all times, and receive quality education, training, feedback, and assessment.
- Medical lounge with IT, tearoom, showers, and lockers.
- Pastoral care – all prevocational doctors meet every term with the Principal Medical Education Officer or the Director of Clinical Training.
- Term allocations are available in a diverse range of locations to enhance learning opportunities.
- Opportunities for leadership roles and participation in Governance of the Prevocational Training Program.
- New Term Orientation meetings
- Advocacy

## Senior Medical Staff:

- Provide clinical guidance and training during each rotation.
- Mentoring and career advice for those looking to get into specific specialties.
- Supervision and regular feedback for learning objectives and assessment outcomes.

## Department secretaries:

- Director secretaries provide support at the department level for all medical rostering, payroll issues, and non-allocated leave requests (discretionary leave).

## The RMO Society:

- Provides a network for all medical officers in CQHHS and encourages involvement in social, education, and advocacy activities.

## Medical Administration / Medical Workforce Support Unit:

- Director of Medical Services, Rockhampton Hospital.
- Director of Medical Services, Gladstone and Banana.
- Medical Workforce Support Unit – will provide assistance with the administrative side of your employment. MWSU coordinate the recruitment, immigration and AHPRA registration processes from your initial registration through to your General Registration applications. If your visa requires a renewal during your employment with CQHHS, MWSU will also coordinate this process with you. They also provide support for all prevocational doctor onboarding, Medical applications, and award entitlements enquiries.
- Career progress support and advice.

## University of Queensland Regional Training Hub

- Supports and connects junior doctors to rural / regional career and training pathways.

## Regional Medical Pathway (RMP):

- The RMP is an end-to-end pathway in medicine, and comprises a community of educators, learners, mentors, clinicians, and advocates committed to improving regional, rural, and remote health by nurturing and inspiring the next generation of doctors.
- CQHHS has one Medical Education and Wellbeing registrar who provides additional support to prevocational doctors in the form of pastoral care, career guidance, education program enhancement and junior doctor advocacy.

## Employee Assistance Scheme (EAS):

- Available to all employees 24/7. This information is found on the Central Queensland Hospital and Health Service QHEPS home page.

## OVERTIME

What is the average workload per week for each term? Is overtime required? If yes, will this be paid?

Prevocational doctors are rostered to 76 hours per fortnight.

- Occasional additional hours are negotiated. This is managed in accordance with the Medical Officers' (Queensland Health) Certified Agreement (No. 6) 2022 (MOCA 6) and fatigue management policies.
- The Medical Education Unit monitors prevocational doctor workload and overtime for fatigue risk and offers advocacy and support where required.

## NIGHT DUTY

Does your facility require night duty? If yes, what are the conditions?

No - PGY1 doctors do not work night shifts in any CQHHS facility.

## LEAVE

Am I able to take leave any time during the year or will I have to be part of a leave roster?

Prevocational doctors are entitled to 5 weeks of leave per year. You will be allocated your leave in a 5-week block prior to the start of the 2025 Medical Year. Timing of leave blocks is determined with consideration of your indicated preferences.

Unfortunately, it cannot be guaranteed that everyone will receive their first preference.

Consideration may be made to reduce your allocated leave to a 4-week block, allowing you some additional flexibility in how you use the remaining week. If you elect to take this option, you will need to negotiate your leave requests with the clinical department you are working with at the time.

## LEAVE IN ADVANCE

Do I need to negotiate my leave in advance?

Who do I need to negotiate leave with and when do I need to do this by?

PGY1 doctors will be asked to indicate their leave preferences (via the *Intern Allocation & Leave Preference Form*) which will be emailed to them prior to the start of the 2025 Medical Year. Once the timing of the leave block is determined, the leave application process (for payroll purposes) is coordinated by the Medical Education Unit.

## RELOCATION

Does your facility provide financial assistance with relocation?

Yes – assistance towards your travel and relocation expenses (less than 12-months is pro-rata) will be reimbursed on production of original receipts and/or tax invoices for costs incurred to relocate furniture and personal effects. Please note that proof of payment is required for all items you are claiming. Separate to this, reimbursement of travel costs to Rockhampton from your address at the time of recruitment will also be provided. Limitations apply.

This includes one-way flights or fuel from place of recruitment to Rockhampton, removalists and/or storage costs for furniture and vehicle, and 1 nights' accommodation and food if driving (this is based on trips from within an 8-10 hr. radius of Rockhampton).

Once you reach Rockhampton, we deem that you have relocated. Any costs incurred by you to travel to other destinations after reaching Rockhampton are not claimable. For example, should you reach Rockhampton and then choose to leave for a family engagement in another town, airport parking or fuel expenses are not claimable for the second trip.

Mileage is paid if travel is required when allocated to other sites within CQHHS.

**Please note: all interns are considered to be recruited from within Australia.**

## ACCOMMODATION

Does your facility provide accommodation or financial assistance with accommodation?

Temporary hospital managed accommodation is offered for a period of 4-weeks from the time of commencement, allowing interns time to make their own longer-term arrangements.

Shared accommodation only is provided. If you are accompanied by your partner and/or dependents, additional approval is required. If approved, you will be charged at \$36 per additional room per day. Approval is dependent on availability.

If allocated to a placement at Gladstone, Emerald, or Theodore, interns will be provided with suitable accommodation at no expense.

## PART-TIME or JOB-SHARE

Is part time or job share an option your facility can accommodate?

As a standard practice, CQHHS prefers only to offer fulltime employment. Part-time or job-share arrangements would be considered on request.

# TERM 2/MID YEAR COMMENCEMENT

Is starting in Term 2 or later an option your facility can accommodate?

CQHHS does not usually accommodate late start candidates. However, if there are extenuating circumstances, we may consider it on a case-by-case basis.

## SWAPPING or TRANSFERS

Does your facility consider swapping or transfer requests?

If yes, what are the terms and conditions associated with a swap or transfer?

Yes – this is dependent on the circumstances and would be considered on a case-by-case basis.

## INTERN: CONSULTANT RATIO

What is your facility's average intern: consultant ratio?

This ratio will vary depending on the clinical department. It will be either 1:1 or 2:1

## FACILITY BENEFITS

What other services (e.g.: library, gym, swimming pool, close to shopping centres and public transport etc.) are offered?

As per below

- |   |   |
|---|---|
| • Diverse range of hands-on learning experiences & patient case mix | • Short commute to the airport with daily services to major centres |
| • An active and consultative Medical Education team                 | • Café  |
| • Learning and Development Centre (inc. simulation facility)        | • Post Office   |
| • University of Queensland Rural Clinical School                    | • Close to shopping centres   |
| • Health Science Library (24 hours access)                          | • Multi-level car park  |
| • Resident Medical Officer Society                                  | • Public Transport Available  |
| • New Medical Officers lounge                                       | • Fitness Passport  |

# CAR PARKING

What parking arrangements can your facility offer?

As per below:

- Multi-level car park on site with discounted rates available for staff (\$4 per day).
- Non-metred street parking in close proximity to hospital

# LIFESTYLE OFFER

What sort of lifestyle can your location offer?

As per below:

- Central Queensland boasts some of the best beaches, bushland and National Parks in Queensland for swimming, hiking, and camping. We offer a relaxed lifestyle with city charms at a regional pace. The best part is no long hours commuting. It will take only 15 minutes to drive anywhere within the city limits. Some of the key attractions are:
- The towns of Yeppoon and Emu Park are a 30-minute drive from Rockhampton. Nestled within a system of 13 beaches across 95 kilometres of Capricorn coastline, these coastal towns boast sub-tropical climates and year-round swimming. You will also find some of the region's best cafés and restaurants, where you can enjoy a meal with a view after your morning walk in the Capricorn Coast National Park. Here you can spot dolphins, dugongs, and turtles. If you are lucky, you may even see the whales passing by on their annual migration. Yeppoon's charming waterfront esplanade in the heart of town boasts a renowned public infinity edge lagoon, walking paths, BBQ, and picnic areas.
- Great Keppel (Wop-pa) and neighbouring islands are effortlessly accessible via a 30-minute ferry ride. Here, you can explore seventeen pristine beaches, and enjoy snorkelling, diving, and fishing of the southern Great Barrier Reef. You can sun yourself on the beautiful main beach, enjoy a cocktail in the beachside bar, casually hike one of the many walking tracks, or rent a paddle board and explore the waters off the island. Great Keppel Island also has a variety of accommodation on offer for weekend trips away with your family and friends.
- The nearby Byfield National Park grants access to outstanding coastal scenery, massive sand dunes, rugged pinnacles, remote camping opportunities, picturesque recreation areas surrounded by rainforest-edged creeks, pine plantations, and ancient cycads.
- Limestone caves are located approximately 20km north of Rockhampton and tours of graded skill levels are offered. They also host annual candlelight performances from the Underground Opera Company.

As per below:

- Mount Archer (Nurim) National Park is in the heart of Rockhampton and offers stunning views of the city and surrounds. In 2018 Rockhampton City Council opened up a boardwalk and amphitheatre providing exceptional observation platforms, making it the perfect place for a weekend picnic or evening walk. Rockhampton's premier mountain bike trail network, First Turkey, is situated on the side of Mount Archer (Nurim) National Park and has thirty-three trails for all skill levels.
- The Fitzroy River provides many leisure and sporting opportunities. Within the city limits, enjoy the upgraded riverbank precinct. Here there are restaurants and cafes, playgrounds, walking paths and BBQ areas. This is also the location of the annual Rockhampton River Festival, and Capricorn Food and Wine Festival.
- The Pilbeam Theatre is Central Queensland's performing arts centre – featuring national and international touring acts, local theatrical and musical productions, and everything in between. Located on the riverfront, the theatre provides regional access to arts and theatre, music, and comedy.
- The Rockhampton Museum of Art hosts a vibrant program of talks, events, workshops, and world-class exhibitions. The museum's permanent collection is one of national significance. It tracks Australia's modernist movement with artworks by significant Australian artists and continues to collect contemporary art by living artists.
- The Blackdown Tableland National Park (approx. 180km west of Rockhampton) rises abruptly above the surrounding dry plains, and protects spectacular sandstone scenery with deep gorges, springs, waterfalls, and Ghungalu cultural sites.
- Gladstone and the surrounding areas have plenty to explore, including the quite beachside suburbs of Tannum Sands, Boyne Island, and Turkey Beach (the perfect spots for a relaxing weekend away, paddle boarding, and beach fishing). The nearby Kroombit Tops National Park offers visitors the chance to get back to nature and camp without facilities, in small camping areas with fire-rings for a traditional bush cooking experience. You can also see the remains of Beautiful Betsy, a WWII Liberator bomber that crashed at Kroombit Tops in 1945 and remained hidden in the forest until it was discovered nearly 50 years later.

## CONTACTS

Who do I contact for further information?

### Hospital and Department

Medical Workforce Unit

Phone +61 7 4920 5016

Email: [CQHHS\\_JMORecruit@health.qld.gov.au](mailto:CQHHS_JMORecruit@health.qld.gov.au)

Medical Education Unit

Phone +61 7 4920 6332

Email: [MEU\\_Rockhampton@health.qld.gov.au](mailto:MEU_Rockhampton@health.qld.gov.au)