

**SHPA Victorian
Hospital Pharmacy
Intern Information Night**



Overview

- Background and expansion of program
- Eligibility for hospital internships
- Key dates
- Tips for applying
- Matching details

Questions

- NOBODY leaves with questions
- Let me answer everything
- Want to ask anonymously?

www.menti.com and enter code

Hospital pharmacy in 2019

- A booming field
 - Australians taking **more medicines** for more chronic, complex conditions
- **New and emerging roles** in range of non-traditional settings
 - Diverse and exciting opportunities to impact patient care
 - SHPA advocating for growing role of pharmacists and technicians
- Supportive **team environments** and collaboration with other health professionals
- Opportunities to develop **clinical specialties** (e.g. surgery, clinical trials, paediatrics, emergency medicine and many more)

Pharmacy students in Australia

- Over 5,700 pharmacy students enrolled in Australia
- 44% want to work in **hospital pharmacy** in the next 5 years.
- Getting into hospital pharmacy – **common misconceptions:**
 - ‘It’s only possible if you’ve done your internship in a hospital’
 - ‘You need to complete additional qualifications’
 - ‘Hospital pharmacy is too competitive... I won’t get in’

Vic hospital pharmacy intern placement program

- 85 DHHS funded internships available in 2020
 - 5 more than 2019
- Some non-DHHS funded positions are also available through this process (TBC)
- Centralised application process
- Public hospitals only
- Hospitals across Melbourne and regional Victoria
- No previous hospital experience necessary



Victorian Hospital Intern Program Expansion

- The Department of Health and Human Services (DHHS) will be expanding the hospital pharmacy intern positions **from 80 to 100 by 2022**
- The first five additional positions will be funded for the 2020 calendar year
 - In regional Victoria

Eligibility

- Australian Citizens or Permanent Residents
- First priority to **graduates of Victorian universities**
- Interstate applicants: eligible after 2 rounds of position matching

Program overview

Key dates	Description
6:30pm - Wednesday 29 May 2019	Victorian Hospital Pharmacy Intern Information Night at Collingwood Town Hall.
9:00am - Wednesday 24 July 2019	Online application open <ul style="list-style-type: none"> Students supply cover letter and CV for two preferred hospitals
11.59pm - Wednesday 7 August 2019	Applications close
8 - 13 August 2019	Applications processed by SHPA <ul style="list-style-type: none"> Students notified of hospitals they are applying for Students' applications sent to 2 preferred hospitals Student applications may be sent to a third hospital from other higher ranked preferences where a hospital has an insufficient no. of applications Students will be asked to provide a cover letter and CV for this third hospital within 24 hours of request
By Wednesday 14 August 2019	Applications (contact details, cover letter and CV) forwarded to hospital pharmacy departments
14 August – 11 September 2019	Hospitals screen and select candidates
By Thursday 12 September 2019	Hospital preference lists returned to SHPA Students submit final ranked list of hospitals to SHPA
13 - 20 September 2019	Matching process
Monday 23 and Tuesday 24 September 2019	Hospitals and students notified of outcomes

Key dates

Applications open	9.00am Wednesday 24 July 2019
Applications close	11.59pm Wednesday 7 August 2019
Hospitals screen and rank candidates	14 August – 11 September 2019
Final preference lists due	Thursday 12 September 2019
Students notified of outcome	Tuesday 24 September 2019

SHPA's role

What SHPA Does:

- Accepts applications from students
- Send your applications to your preferred hospitals
- Receives final ranked hospital lists from students
- Receives ranked candidates list from hospitals
- Conducts the final match based on these lists
- Informs students of match outcome
- Informs hospitals of match outcome

What SHPA Doesn't do:

- Review, proofread or amend applications
- Screen or filter candidates for hospitals
- Determine how hospitals rank their candidates
- Allow hospitals to view your preference information
- Encourage or discourage hospitals to select or interview candidates

Your application choices

You choose TWO hospitals to apply at

- More choice
- Have your CV & a cover letter for both applications ready for when you apply online

Potential third application:

- Students can rank all other hospitals
- If hospitals do not have sufficient applications, SHPA will send them additional applicants who ranked them highly
- Prepare your CV & a cover letter to apply for a third hospital if/when notified by SHPA
- This increases your chances of your application being seen by more hospitals (definitely 2, maybe 3)

Tips for your application choices

- Think about the experiences you are looking for to enhance your pharmacy career?
 - i.e. Big or small hospital; city or regional; cancer care or indigenous health etc.
- How will an internship at your preferred hospitals support your pharmacy career?
- Think about where you think you will be able to secure a position:
 - In general, major hospitals receive more applications and competition is stronger
 - Always exceptions which change from year to year
 - Where are the jobs? To get your career off to a good start in hospital pharmacy, you may need to move for 12 months

Application tips

1. Register for the process using your **university email only**
2. Clear, professional contact details
3. Be professional in all communication
4. Express why you want to work at that particular hospital and how you think it will help you to build your pharmacy career
5. Apply on time (no extensions)

Tips for your application choices

- You will definitely have your application sent to two hospitals
 - decide what suits you best
- You may get your application sent to one or more further hospitals
 - if you want a third application, broaden your overall selection and rank a mix of metropolitan, rural and regional hospitals highly

Health Service	Location	DHHS-funded positions available
Albury Wodonga Health Service	Wodonga	1
Alfred Health	Prahran	7
Austin Health	Heidelberg	7
Ballarat Health Services	Ballarat	2
Ballarat Health Services in partnership with Djerriwarrh Health Services	Ballarat and Bacchus Marsh	1
Barwon Health	Geelong	5
Bass Coast Health	Wonthaggi	1
Bendigo Health	Bendigo	2
Central Gippsland Health Service	Sale	1
Eastern Health	Box Hill	4
Echuca Regional Health	Echuca	2
Goulburn Valley Health	Shepparton	1
Latrobe Regional Hospital	Traralgon	3
Mercy Health	Heidelberg	1
Mildura Base Hospital	Mildura	1
Monash Health	Clayton	10
Northern Health	Epping	4
Peninsula Health	Frankston	3
Peter MacCallum Cancer Centre	East Melbourne	2
Royal Children's Hospital	Parkville	4
Royal Melbourne Hospital	Parkville	8
Royal Women's Hospital	Parkville	2
South West Healthcare Warrnambool in partnership with Colac Area Health	Warrnambool and Colac	1
St Vincent's Hospital	Fitzroy	7
Western Health	Footscray	4
Wimmera Health Care Group	Horsham	1

Application choices - summary

- By 11.59pm Wednesday 7 August
- Pick up to 2 hospitals to apply at
 - Your application will definitely be sent here
- Prepare a CV and cover letter for each of these
- If you want a chance at a third hospital, you can rank the rest
 - For these, consider putting less popular hospitals in spots 3, 4, 5 to maximise your chances

Preparing your CV

- Highlight your experience and skills from within and outside pharmacy
- Make sure to include details of all your placements and work experience
- Include any seminars or courses you have attended to show interest
- Include current referees
- Are you an SHPA student member? If so add it to your CV

Hospital Screening and Selection

- We will send your CV and Cover Letter to hospitals as specified
- Hospitals will contact you regarding next step. They may:
 - Conduct video interviews
 - Have group activities
 - Conduct phone interviews
 - Send email questions
 - Invite you in for an interview

After the selection process...

September 2019

Final ranked hospital list

- After the selection period you will need to log in to the application site by Thursday 12 of September.
- Submit a **final hospital preferences list**
- When doing this, you can rank all the hospitals in your preferred order
 - There is no strategy here that can increase your chances

“If everybody offered me a job, in what order would I accept?”

Summary

1. Register online
2. Fill out form with your 2 choices + rank other hospitals.
3. Upload 2 letters of application and CV
4. SHPA will analyse all the preferences
5. SHPA will notify you which 2 or 3 hospitals you will have your application sent to. SHPA will collect your CVs and cover letters.
6. Hospitals will then contact you for additional information, interviews etc.
7. SHPA will ask you to log back into the website to rank your final preferences
8. SHPA will let you know your final outcome

How competitive is it?

- Applications for hospital pharmacy internships are competitive but no more competitive than applying for a job normally.
- Last time: 219 applications were received for 92 positions
 - 80 DHHS, 12 self-funded
- 174 applications were Victorian graduates
- By round 2 - only 2 positions remained
- 42% of applicants received hospital internships

How widely do students apply?

How many hospitals did students apply at?	Proportion
All of them	10%
Less than half	49%
Less than five	12%

The matching process

- SHPA compares and matches:
 - Students' list of preferred hospitals
 - Hospitals' list of preferred students
- Standard published algorithm:
 - To ensure a fair and transparent process for all students
- Student preference takes priority
 - If a student is ranked by >1 hospital, they will receive their 1st ranked preference

Preference lists are the only thing considered by SHPA during the match

Why have a matching process?

- Enables positions to be filled efficiently, transparently and fairly
 - Preference lists are the only thing considered during the matching process
- Provides greater equity
 - Prevents students receiving multiple offers at different times and put in a position of refusing multiple jobs
- Gives greater certainty quicker
 - In the instance that you are not offered a position, there is still time for you to consider positions in other areas of practice

Questions and rumours

- **Can I get more than one job offer?**
 - No - Hospitals will send the SHPA a list of 'successful candidates'
 - We will then match them up with your preferences
 - Student preference takes priority
 - If you were a preferred candidate at your #1 and #2 – you will get your #1 preference.
 - Your name will then be crossed off #2 hospital's list and the next person will move up a spot on #2 hospital's list

Questions and rumours

- **Does SHPA have any input into the screening process?**
 - No - Hospitals will select individuals for screening, shortlisting, interviews and final ranking
- **Does the hospital know where I ranked it?**
 - No - The list of applicants sent to hospitals will *not* specify where students ranked them
- **Will I definitely receive an interview from a hospital?**
 - Probably – but it is up to the hospital which candidates they select for screening and/or interviews

Non-SHPA positions

- Positions not participating in the SHPA process
 - Private hospitals
 - Some self-funded positions at public hospitals
- For more information:
 - Hospital websites
 - SHPA jobs board: <http://careers.shpa.org.au/jobs-board/>
 - General job seeking websites (e.g. *Seek*)

What now?

- Think about your preference list
 - Where do I want to apply?
 - Where do I think I will be able to secure a position?
 - Why do I want to work at a particular hospital?
- Find appropriate referees before lodging
- Start preparing:
 - CV and Cover letters for your 2 selected hospitals
- What are hospitals looking for?
 - Ask them tonight

What now?

For latest information, go to:

- **SHPA website:** <https://www.shpa.org.au/interns/vic>
- **Facebook:** <https://www.facebook.com/the.shpa>

Please note: Do not contact hospitals directly regarding the allocation process

Questions?