



**STAND OUT  
FROM THE  
CROWD**

**SHPA**  
**Victorian hospital pharmacy  
intern placement program  
2018**



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Chair of SHPA Education Reference Group

Lead Pharmacist – Education, Alfred Health



What I am doing this year:

- Giving this presentation for the SHPA
- Answering your questions



What I am NOT doing this year:

- Seeing who applied where
- Interviewing or selecting candidates at the Alfred

# Questions?

I *really* want to answer ALL of your questions:

- Questions about the process
- Rumours you have heard that you want confirmed or denied
- Anything I have said that isn't 100% absolutely clear

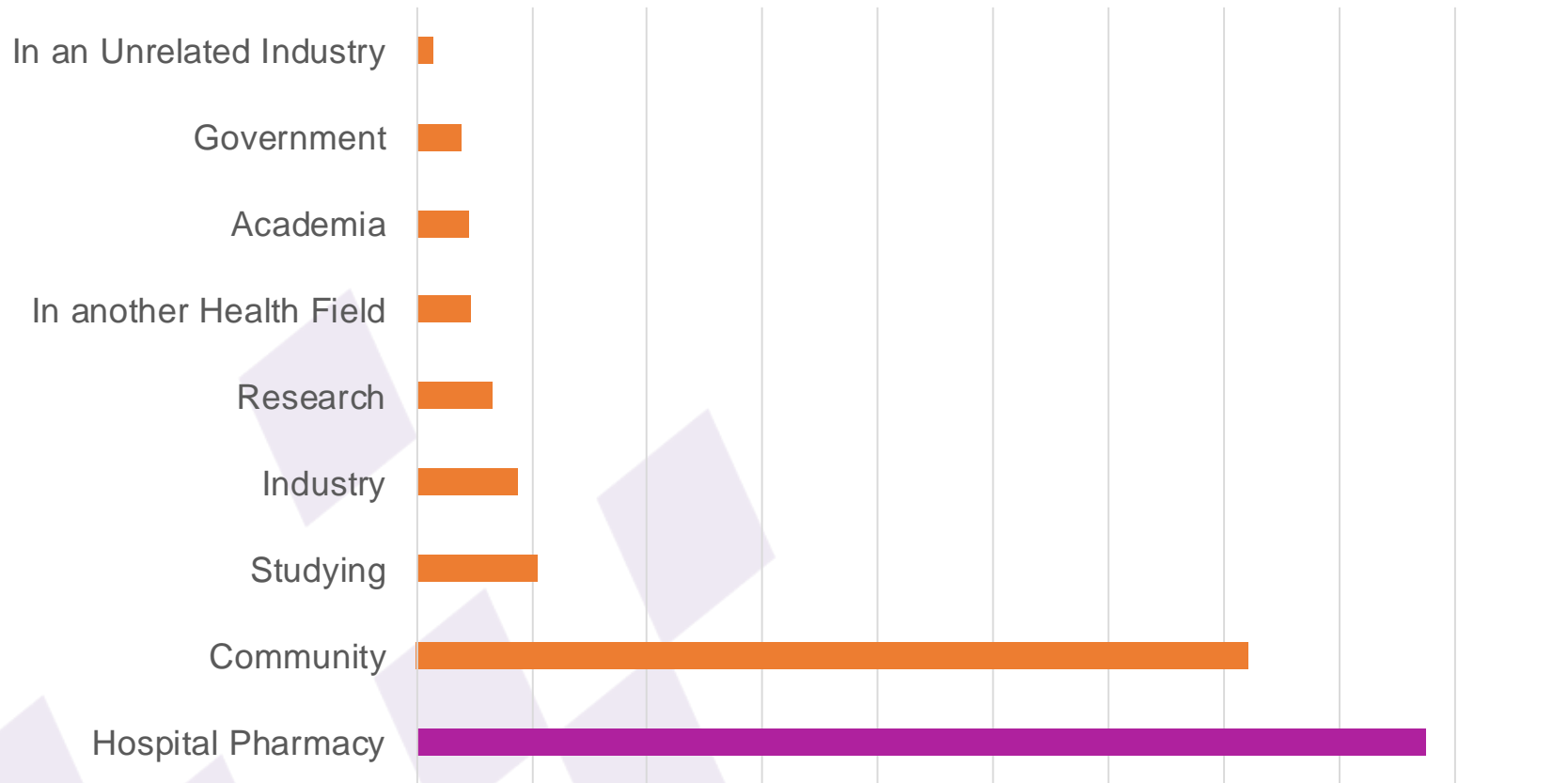
**Put your hand up!**

Want to remain anonymous?

<http://respond.cc>

Enter code:

# *Where do pharmacy students see themselves in the next five years?*



Source: National Pharmacy Students Survey Results 2016



# *Why hospital pharmacy?*

- Variety in pharmacist roles
- Work in a team
- Broad range of experiences
- Structured training programs

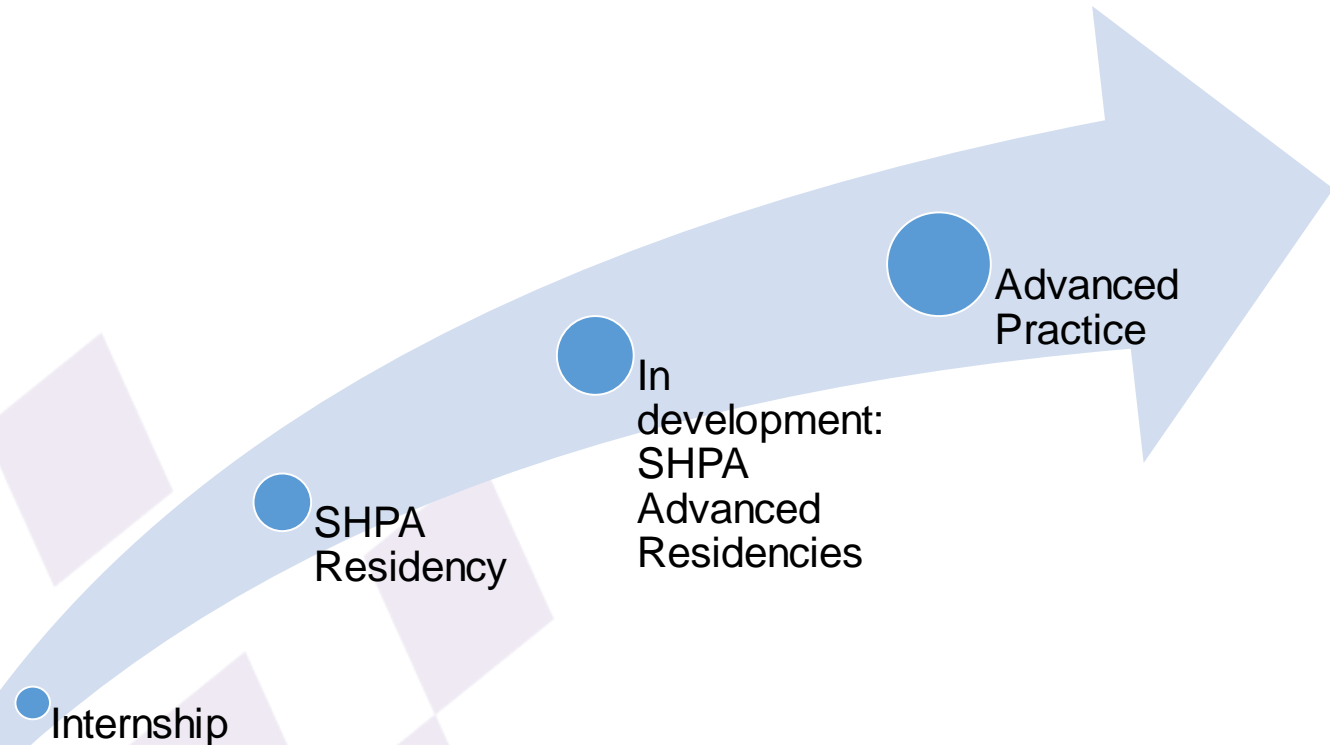


# *Why hospital pharmacy?*

- Learn in a clinical environment
- Access to education and information resources
- Structured progression and career path
  - From 2017 - including SHPA Hospital Pharmacy Residency

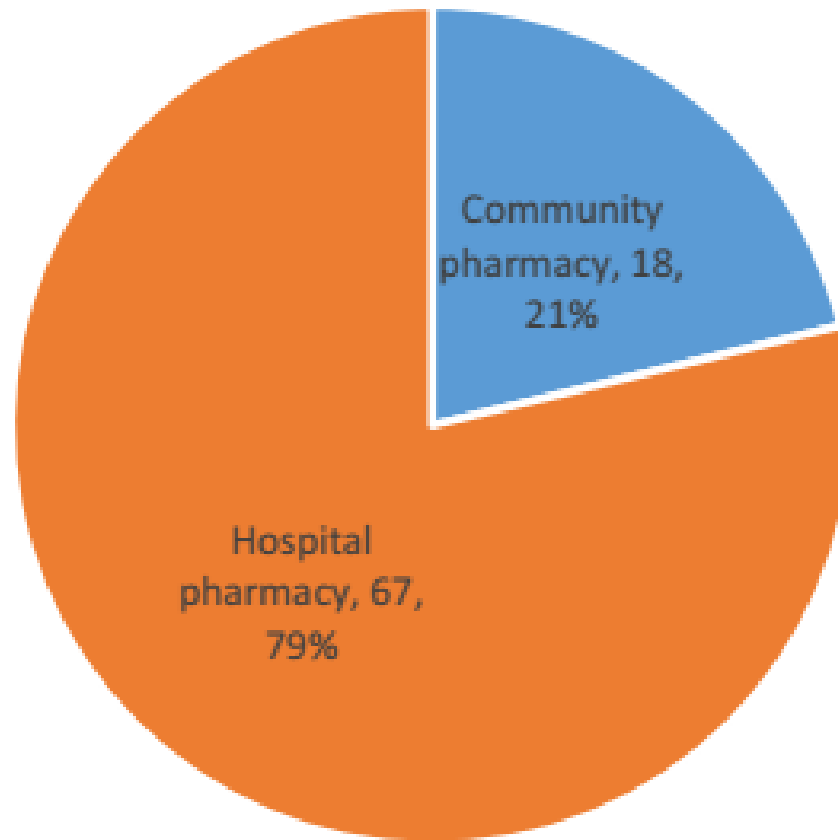


# ***SHPA – Implementing a genuine career path for new pharmacist***



# ***SHPA Residents – where did they intern?***

Intern year pharmacy environment





# *VIC hospital pharmacy intern placement program*

- More than 80 internships available in 2018
- Centralised application process
- Public hospitals only
- Hospitals across Melbourne and regional Victoria
- No previous hospital experience necessary



# *Eligibility*

- Australian Citizens & Permanent Residents, NZ Citizens completing a pharmacy degree in 2017
- Graduates of Victorian universities prioritised
- Interstate applicants: considered after 2 rounds of matching

# *Program overview*

1. Students submit application to SHPA
2. SHPA will tell you where your application was sent + request additional info
  - Definitely 2 hospitals, maybe 3
3. Hospitals select and screen candidates
4. Students submit final ranked hospital list
5. Hospitals submit ranked student list
6. Match & notification

# SHPA's role

- What SHPA does:
  - Accepts applications from students
  - Send applications to hospitals
  - Receive final rankings from hospitals and students
  - Conducts the final match based on student preference lists
  - Inform students and hospitals of results
- What SHPA doesn't do:
  - Review, proofread or amend applications
  - Screen or filter candidates for hospitals
  - Allow hospital employees to view your preference information
  - Encourage or discourage hospitals to interview candidates

## *Key dates*

<b>Applications open</b>	Wednesday 26th July 2017 9am
<b>Applications close</b>	Wednesday 9th August 5pm
<b>Hospitals screen candidates</b>	14th August – 11th September
<b>Final preference lists due</b>	By Tuesday 12th September 5pm
<b>Students notified of outcome</b>	By Wednesday 22nd September

# *Your application choices*

- You choose TWO hospitals to apply at
  - Provides a greater choice for students than before
  - Have your CV & a cover letter for both applications ready for when you apply online
- You can potentially obtain a third application

# *Your application choices*

- Potential third application:
  - Students can rank the remaining hospitals
  - If these 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, a maximum of 3)

# *Tips for your application choices*

- Think about the experiences you are looking for to enhance your pharmacy career?
  - ie. 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:
  - Major hospitals receive a lot more applications than they have positions: competition is very strong
  - 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

**\*\* Important to meet the deadlines. No extensions available.**

# *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 a further hospital
  - If you want a third application, rank less popular hospitals highly

Health Service	Location	Positions available last year
Albury Wodonga Health Service	Wodonga	1
Alfred Health	Prahran	7
Austin Health	Heidelberg	7
Ballarat Health Services	Ballarat	2
Barwon Health	Geelong	5
Bendigo Health	Bendigo	2
Central Gippsland Health Service	Sale	1
Eastern Health	Box Hill	5
Echuca Regional Health	Echuca	1
Latrobe Regional Hospital	Traralgon	3
Mercy Health	Heidelberg	1
Mildura Base Hospital	Mildura	1
Monash Health	Clayton	10
Northeast Health Wangaratta	Wangaratta	*new to program - positions TBC
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
St Vincent's Hospital	Fitzroy	7
Western Health	Footscray	6
Wimmera Health Care Group	Horsham	1

**Number of 1 & 2 applicants per position (Last 2 years)**

**Health Service**

Less than 3

Albury Wodonga Health Service  
Central Gippsland Health Service  
Mildura Base Hospital  
Wimmera Health Care Group

3 to 3.9

Echuca Regional Health  
Royal Women's Hospital  
Western Health

4 to 4.9

Ballarat Health Services  
Bendigo Health  
La Trobe Regional Hospital  
Mercy Health  
Monash Health  
Northern Health  
Royal Melbourne Hospital

5 to 5.9

Barwon Health  
Peninsula Hospital  
Royal Children's Hospital  
St Vincents Hospital

6 or more

Alfred Health  
Austin Health  
Eastern Health  
Peter MacCallum Cancer Centre

# *Application choices - summary*

- By 9<sup>th</sup> August
- Pick (up to) 2 hospitals to apply at
  - You will definitely get your application sent here
- Prepare a CV and cover letter for these two
- If you want a chance at a third hospital, you can rank the rest
  - For these, consider putting less popular hospitals near the top to maximise chances

# *Preparing your CV*

- Highlight your experience and skills from within and outside pharmacy
- Make sure to include details of all your placements
- Include any seminars or courses you have attended to show interest
- Include current referees (from placements if possible)
- 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
- Hospitals will contact you regarding next step

# *Final ranked hospital list*

- After the selection period, by Monday 11<sup>th</sup> of September you will need to log in to the application site
- Submit a **final ranked hospital list**
- When doing this, you can rank all the hospitals in your preferred order
  - There is no strategy here that can increase your chances
  - Final preference list = “If everybody offered me a job, in what order would I accept?”
- NB: You will not match if you do not submit a final list



# Process

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

# *How competitive is it?*

- Applications for hospital pharmacy internships are increasing every year.
- Competitive placement process:
  - For 2017 placements over 300 applications were received to fill 87 positions
  - 229 were Victorian graduates
- By round 2 - only 2 positions remained
- Only 40% of applicants received hospital internships

## *How widely do students apply?*

How many hospitals did students apply at?	Proportion
All of them	22%
Less than half	55%
Less than five	21%

# *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's name is listed on the hospital list for both of their top two preferences, they will receive their 1<sup>st</sup> 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 needing to turn down 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 'preferred 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 of #2 hospital's list and the next person will move up a spot on #2 hospital's list
  - This is to enable a fair and transparent allocation process for students

# Questions and rumours

- Does SHPA have any input into the screening process?
  - No - Hospitals will select individuals for screening and/or interviews
- 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?
  - No - It is up to the hospital as to which candidates they select for screening and/or interviews

# *Non-SHPA positions*

- Positions not administered by SHPA:
  - Private hospitals
  - Some self-funded positions at public hospitals
- For more information:
  - Hospital websites
  - SHPA jobs board
  - General job seeking websites



# *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
  - Cover letters for your 2 selected hospitals
- What are hospitals looking for?
  - Ask them tonight

# *What now?*

**For latest information, go to the SHPA website or:**

<http://careers.shpa.org.au/interns/victorian-interns/>

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



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**Any questions?**

