The Doctor’s GPS

A career guide for JMOs
developed by the
NSW JMO Forum
The specialties in this guide are those listed by the Medical Board of Australia at <www.medicalboard.gov.au/documents/default.aspx?record=WD10%2f106&dbid=AP&chksum=07LyDUkpqYa5O5LXuqbSzg%3d%3d>. A number of recognised non-specialist career paths are also included.

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Foreword

This little book is a useful piece of work by the Careers Working Group of the NSW Junior Medical Officer (JMO) Forum. There are so many different agencies involved in vocational training for doctors that a handy guide like this is a real aid to junior medical officers who are unsure about their next career move.

HETI aims to ensure that your training is the very best that it can be, both as a JMO and throughout the rest of your career. We are involved at many levels, from allocating interns and ensuring that the hospitals you train in are meeting high standards for safe and effective clinical training, to supporting the professional development programs that you will be involved in later in your career.

On behalf of HETI, I wish you every success with your medical career, wherever it may lead you.

Ms Heather Gray
Chief Executive of HETI

About HETI

The Health Education and Training Institute (HETI) undertakes a core role in supporting the NSW Health system in its education and training requirements.

HETI works closely with local health districts (LHDs), specialty health networks (SNs), other public health organisations and health education and training providers to ensure the development and delivery of health education and training across the NSW Health System.
Welcome to the second edition of *The Doctor’s GPS, a career guide for JMO’s*, a HETI publication put together by your NSW JMO Forum. Intended as a natural successor to *The Doctor’s Compass, a guide to surviving internship*, what you’re reading now is aimed at junior doctors who are beginning to look beyond the horizon of survival to the vocational landscape ahead and asking, “where to from here?”

Not every freshly graduated doctor leaves medical school with a tattoo of their chosen college logo. In fact the data shows that a lot of us change our minds several times along the way. With more junior doctors than ever competing for vocational training positions and years outside of college places increasingly become the norm, the wise would do well to consider the full spectrum of career paths within medicine before handing over their first lot of college fees.

With that in mind – what you’ll find within these pages is a concise overview of the major recognised specialties and sub-specialties, including training pathways, application costs, salary estimates and number of positions previously offered.

A lot of the information included here is freely available from various college websites, which should be your first port of call for the most up-to-date information. Use this resource as a springboard for your own research; it is not a definitive guide to every possible career, nor is the information guaranteed for any period of time. As such, please don’t be offended if your intended sub-sub-subspecialisation is not included, and although we have made our best efforts to ensure all information is correct at the time of publication (March 2014), don’t miss an application deadline based on our advice!

So have a flick through, discuss it with friends and family, print out pages and reorder them on the bathroom door, and when you eventually misplace all that, simply download the digital version freely available on the HETI website. All the best for wherever you end up and enjoy yourself along the way.

Johann Lenffer, JMO Forum Chair 2014

The JMO Forum of NSW is a group of representatives from each of the 15 hospital networks in NSW. It advocates for the training and education interests of junior doctors. The Forum is supported by and works with the Health Education and Training Institute, and also liaises with other Ministry of Health agencies involved in JMO education.
Career tips

Many of the medical specialties and career pathways available to you are highly competitive. Here are a few tips to help you achieve your goals.

Track your education and training
Complete and keep copies of all your term assessments during prevocational training — you may need them to prove satisfactory performance, particularly if you are planning to work overseas. It helps to keep a logbook of training activities completed, procedures performed, skills acquired, patients treated. These records can be used in conversation with supervisors, making it easier for you to demonstrate your achievements and collect good references.

Don’t be too narrow
There are specific requirements for some specialist training careers, such as completing certain training terms in your prevocational years, but it can be a trap to focus too narrowly on a specific career path. Most employers and specialty colleges are looking for candidates who are broadly talented, socially competent and equipped with broad clinical skills and experience.

A demonstrated high level of clinical performance will be required for all specialist training positions, but many of your competitors will have that as well as you. Broader demonstrations of talent and initiative may give you the edge. Whenever you can, be involved in research, teaching and clinical governance (eg, membership of hospital committees or the RMO Association). Don’t discount the importance of other personal achievements that can demonstrate your breadth and depth, such as speaking a second language, playing a musical instrument, competing in sports, working for charity, studying and working overseas, or having academic qualifications or work experience from a field other than medicine.

Consult widely
There are many people who can give you advice about potential careers, and many potential careers to choose from, so consult widely. The Director of Prevocational Education and Training at your hospital will help, but every training rotation is an opportunity to get a new insight into the possibilities.

Enjoy the journey
While it may seem like the objective of all training is to arrive at a consultant’s position, the road is many years long, and can be interrupted by delays that are not of your choosing. It is better to enjoy the journey than to become frustrated waiting for the end. In truth, medicine is a career of lifelong learning with no end in sight, so it is important to be travelling well.
Addiction medicine

An addiction medicine specialist provides comprehensive medical care for patients with addictions to drugs, alcohol and pharmaceuticals.

Addiction medicine relates to the general issue of harm associated with the non-medical use of drugs. Practice focuses on prevention of harm related to drug use, management of acute drug-related problems, rehabilitation and optimisation of psychological and physical function.

Graduates of addiction medicine will be able to manage complex patient problems, provide public health advice and work effectively with teams of non-medical addiction and prevention service providers.

How to apply
Trainees must first complete an application for entry to the chapter training program, which ascertains eligibility to train. Once this application is approved, trainees must then submit an application for approval of training, which ascertains whether the upcoming training rotation is suitable for addiction medicine. Applications and payment must be submitted to the Australasian Chapter of Addiction Medicine (AChAM) of the Royal Australian College of Physicians (RACP) two months before the proposed starting date of training. The maximum duration of training that trainees can apply for is six months full-time. Trainees must submit an application for training and pay training fees every six months. Applications are made to the Chapter Education Committee, AChAM, and the RACP.

Training
Specialty training is provided by the AChAM of the RACP.

Advanced addiction medicine training with the chapter is three years in duration with at least 18 months in an accredited drug and alcohol position.

Successful graduates will be awarded fellowship of the Australasian Chapter of Addiction Medicine (FACChAM).

Admission requirements
To enter addiction medicine training applicants need to:

1. be a registered medical practitioner in Australia or New Zealand.
either hold fellowship of one of the following colleges or faculties:

- Anaesthetics (FANZCA)
- Emergency Medicine (FACEM)
- General Practice (FRACGP or FRNZCGP)
- Australian College of Rural and Remote Medicine (FACRRM)
- Internal Medicine (FRACP)
- Paediatrics and Child Health (FRACP)
- Pain Medicine (FFPMANZCA)
- Psychiatry (FRANZCP)
- Public Health Medicine (FAFPHM)
- Rehabilitation Medicine (FAFRM)

or in the case of overseas trained specialists (including general practitioners) have a qualification considered equivalent by the relevant Australasian medical college, or have completed basic training of the RACP (including success in the FRACP examination).

Important dates
The RACP has two application dates: 15 February and 31 August.

Costs of training (2014)

- Application for entry into the AChAM training program $475
- Application for prospective approval of training period (6 months) $2400
- Fellowship application fee $900

For applications which are not approved, 25% of total will be deducted from all refunds for administration purposes.

Useful links

Anaesthetics

Anaesthesia is the art of keeping the patient alive — the maintenance of homeostasis in the face of significant surgical insult is hardly a narrow or limited field. It is said that an anaesthetist combines the virtues of an internist, paediatrician, and clinical pharmacologist, in a perioperative setting. In a typical week you might look after patients with liver failure, myasthenia gravis (neuromuscular disorder), uncontrolled diabetes, major trauma and post-op following major bowel surgery.

Training

The Australian and New Zealand College of Anaesthetists (ANZCA) provides a five-year anaesthesia training program leading to fellowship. Assessment of clinical skills and competencies occurs throughout the training program, using various assessment methodologies — work-based in-training assessments, written and viva examinations, simulation courses and learning modules that match specific learning objectives with clinical experience.

An overview of the ANZCA training program is provided in the diagram on the following page.

How to apply

The College implemented a new training curriculum in 2013. This has changed the way hospitals recruit trainees, and the way prospective trainees ‘buff up’ their resumes. One of the major changes is that JMOs are no longer allowed to sit the ANZCA primary (physiology and pharmacology) exam before they are officially on the training program (ie, not until they have a registrar job).

It is possible to become a member of ANZCA after completion of postgraduate year 1 (PGY1). This allows access to college exam resources (in case you want to start preparing early), as well as an extensive online library.

Admission requirements

To apply for training you must be a registered medical practitioner and have completed 52 weeks (full-time equivalent) of prevocational medical education and training.

In order to start the ANZCA training program, you must have completed at least 104 weeks (two years) of prevocational medical education and training. These
Anaesthetics training pathway

To qualify for Fellowship, you must complete five years supervised Approved Training - 2 years Basic Training (BT) and 3 years Advanced Training (AT). In addition you must successfully complete the Primary and Final Exams, 12 training modules and either the EMAC or EMST course.

1. EMAC = Effective Management of Anaesthetic Crises
2. EMST = Early Management of Severe Trauma

Primary Exam

Modules 1 and 3

At least one of Modules 4 to 10

Can begin Module 11

Final Exam

Remainder of Modules 4 to 10

Must complete Module 11

Module 12

Complete either EMAC or EMST Course (15.3.7)
(or equivalent course recognised by Council)
104 weeks can include no more than 52 weeks experience in any combination of clinical anaesthesia, intensive care medicine and pain medicine.

**Costs of training (2014)**

- **Application fee**: $629
- **Registration fee**: $2041
- **Annual training fee**: $2760
- **Examination fee — primary**: $4628
- **Examination fee — final**: $5147

**Useful links**

- Australia and New Zealand College of Anaesthetists
  www.anzca.edu.au
- The Australian Society of Anaesthetists (ASA)
  www.asa.org.au
Basic physician training

The Royal Australasian College of Physicians (RACP) is a diverse and energetic organisation responsible for training, education and representing over 13,500 physicians and pediatricians in Australia and New Zealand in 25 medical specialties.

The RACP has various training pathways, linked to comprehensive training curricula, complemented by an extensive and wide-ranging program of on-the-job training, working with and learning from experienced clinicians.

Training

The College’s Physician Readiness for Expert Practice (PREP) program provides comprehensive education and training to the majority of medical specialties represented by the College. The PREP Program requires a minimum of 6 years to complete:

1. 3 years of Basic Training
2. College Written and Clinical Examinations
3. 3 or more years of Advanced Training

The College has two Divisions — Adult Medicine and Paediatrics & Child Health. All fellows who hold an FRACP belong to one of the Divisions. The Divisions carry out most of the work in relation to training, assessment and continuing professional development.

Faculties (occupational and environmental medicine, public health medicine, rehabilitation medicine) and Chapters (addiction medicine, community child health, palliative medicine, sexual health medicine) organise the training programs in their particular subspecialties.

How to apply

Interested candidates need to apply online to register with the College by the end of February. Applications for a BPT position are then made to each of the nine BPT networks in NSW. There are nine for Adult Medicine and three for Paediatrics & Child Health.

An up-to-date list of key contacts for each can be obtained from the HETI website <www.heti.nsw.gov.au>. Application is through the BPT networks and individual hospitals via the NSW Health website. The BPT networks use a preference matching algorithm to match candidates with positions.
Admission requirements
The College encourages all trainees to register prospectively for BPT. If a trainee is considering joining the BPT program, they are eligible to apply if they:
- have successfully completed an intern year AND
- are currently in a training position at a site accredited by the RACP AND
- have discussed their application with the relevant Network Director of Physician Training (NDPT)

International Medical Graduates (IMGs)
As of 2013 an AMC Certification is a mandatory requirement for all IMGs who wish to register with the College.

*All trainees must prospectively register on an annual basis to outline their proposed training for the year.* Basic Training has an annual registration fee, as well as other fees for the written and clinical examinations.

Recognition of Prior Learning (RPL)
The College recommends all the trainees register prospectively for BPT. The College’s RPL Policy is currently under review. Please see the College website for details.

Important dates
- By 28 February — register for second and third year of training.
- By 28 February — apply for continuation of registration.
- 31 August — closing date for training commencing mid year.

Hospitals in each BPT network host BPT information evenings in May and August for JMOs each year.

Costs of training (2014)

<table>
<thead>
<tr>
<th>Basic Training fees</th>
<th>Annual registration</th>
<th>$3,060 x 3 years</th>
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<tbody>
<tr>
<td></td>
<td>Written examination</td>
<td>$1,350 1 year</td>
</tr>
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<td></td>
<td>Clinical examination</td>
<td>$2,350 1 year</td>
</tr>
<tr>
<td>Advanced training fees</td>
<td>(Annual)</td>
<td>$3,060 x 3 years</td>
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Average salary
Salaries in Australia vary slightly from state to state. Here are approximate figures for basic salaries in Australia.

<table>
<thead>
<tr>
<th></th>
<th>Approximate basic salary</th>
<th>Estimated salary after average overtime</th>
<th>Grossed up pay with salary packaging</th>
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<tr>
<td>Registrar</td>
<td>$75–100,000</td>
<td>$90–120,000</td>
<td>$100–130,000</td>
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<tr>
<td>Consultant (specialist)</td>
<td>$150–300,000</td>
<td>$180–350,000</td>
<td>$200–400,000</td>
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</table>

Recommended courses

There are three recommended courses designed to assist trainees preparing for the basic physician training FRACP Part 1 exam (written) and/or (clinical):

1. Royal Prince Alfred Basic Physician Training Revision Course
   This course provides an intensive review of important and topical areas of internal medicine. It complements the core training received over the previous 12–18 months. See <www.sswahs.nsw.gov.au/rpa/BPTCourse> or <www.rpacourse.com.au> for further details.

2. DeltaMed FRACP Clinical Examination Prep Course
   DeltaMed is a specialist organiser of medical education at the University of Melbourne. They run a two week FRACP written exam prep course, and a single day clinical exam to assist with preparation for the FRACP exams in adult medicine. See <www.deltamed.com.au> for further details.

3. Dunedin RACP Written Examination Revision Course
   A two week residential program for individuals intending to sit the written component of the RACP examination, normally held in November each year. Registrations open in January. The 2012 course cost NZD $2500. Register online at: <https://secure-www.otago.ac.nz/conferences/racpwritten>

Useful links

- Joining the BPT Program — Basic Training Team: (02) 9256 5454; prep@racp.edu.au
- International Medical Recruitment — Salaries Australia www.imrmedical.com/australiasalaries.htm
Training pathways for physicians and paediatricians

Physician Readiness for Expert Practice (PREP) Program:
RACP Adult Medicine Division, Paediatrics & Child Health Division

Basic Training Curricula
- Broad-based, multispecialty foundation for advanced training

Advanced Training Curricula
- In depth specialty-specific

Chapters’ Training Curricula
- Chapter of Addiction Medicine
- Chapter of Palliative Medicine
- Chapter of Sexual Health Medicine

Tailored training programs provided by RACP Faculties
- Australasian Faculty of Occupational and Environmental Medicine
- Australasian Faculty of Public Health Medicine
- Australasian Faculty of Rehabilitation Medicine

Professional Qualities Curriculum
- Knowledge, skills and attitudes required by, or commonly used by, all physicians and paediatricians

* Please see specialty-specific training handbook for training program entry requirements.

Initial Medical Qualification
- Foundation medical studies

Workplace Experience
- One or more initial Postgraduate years in the workplace

Advanced Training
- In depth specialty-specific

Academic Medicine
- Adolescent & Young Adult Medicine
- Cardiology
- Clinical genetics
- Clinical Pharmacology
- Child & Adolescent Psychiatry
- Community Child Health
- Dermatology (NZ)
- Endocrinology
- Endocrinology & Chemical Pathology
- Gastroenterology
- General Medicine
- General Paediatrics
- Geriatric Medicine
- Haematology
- Immunology & Allergy
- Infectious Diseases
- Infectious Diseases & Microbiology
- Intensive Care Medicine
- Medical Oncology
- Neonatal/Perinatal Medicine
- Nephrology
- Neurology
- Nuclear Medicine
- Paediatric Emergency Medicine
- Paediatric Rehabilitation Medicine
- Palliative Medicine
- Respiratory & Sleep Medicine
- Rheumatology

Continuing Professional Development
- Lifelong learning

FRACP
- Fellowship of Chapter
- FACHAM
- FACHPM
- FACHSHM

Fellowship of Faculty
- FAFOEM
- FAFPHM
- FAFRM
Critical care medicine

Critical care medicine encompasses three specialties — emergency medicine, anaesthetics, and intensive care (ICU). There is a separate College governing each of these specialties, but this guide is intended for the JMO who is undecided but drawn to medicine in the acute setting. The aim here is to get you going in the right direction by providing an overview of critical care medicine.

It is increasingly common for JMOs interested in critical care to complete a senior resident medical officer year in PGY3 which is not streamed by the Colleges or hospitals. Many hospitals/HETI training networks only allow those who are PGY3 and beyond to complete a ‘critical care year’, so this must be factored into your career plan — and kudos to you if you do have a plan at this point!

It is worth considering registering with a College at the start of PGY2 — it can be an expensive exercise, but has potential benefits such as making it more likely for you to get an anaesthetics or ICU term (depending on circumstances in your hospital), and it may show a commitment to training that your interviewers will appreciate.

The training process for becoming a fellow of the three critical care Colleges is outlined in separate sections. The processes are similar, consisting of two years of prevocational training followed by five or six years of training within the Colleges, divided into ‘basic’ and ‘advanced’ training. There is an acknowledged degree of overlap between anaesthetics and ICU — in fact conjoint training programs in intensive care are available to anaesthetic, physician, emergency medicine and surgical trainees. Similarly, trainees in emergency medicine will often complete an anaesthetics or ICU term as part of their rotations.

Consult NSW Health and interstate websites for a comprehensive online listing of job application and interview dates. Inquire with the specific College as to their application and interview dates, especially as these occur at different stages of training — corresponding PGYs may not be equivalent for each College’s application purposes.

Further information

- Anaesthetics — see page 7.
- Emergency medicine — see page 19.
- Intensive care — see page 31.
Dermatology

Dermatology is a highly sought after career, and entry is extremely competitive with only 38% of candidates successful on their first application. With Australia being a world leader in skin diseases, it provides excellent opportunities in procedural work, patient contact and trialling of new and emerging treatment options.

Objectives

The overall objective of the training program of the Australasian College of Dermatologists (ACD) is:

To produce dermatologists who are safe, skilled and competent in the diagnosis and management of all aspects of diseases of the skin and its appendages, to supply specialist doctors to indigenous communities in order to improve outcomes for Aboriginal families, and to be able to respond to the changing health needs of the Australian community.

The College is committed to the following strategic objectives:

- Education and training for Trainees, Fellows and other health professionals in a variety of courses
- Ongoing professional development of its Fellows and Associated Members
- Defining and maintaining professional and ethical standards for all Fellows
- Ensuring quality dermatological service to the community and the delivery of care to all Australians, including indigenous and those living in rural, regional and remote areas
- Promoting public awareness of skin health and the prevention of disease through media, government and support groups
- Encouraging, supporting and promoting research to ensure best quality care of all patients
- Undertaking its objectives competently, efficiently and responsibly.

Approximately 300 Fellows of the College work in private practice throughout Australia with a considerable number also attending clinics at the major teaching hospitals in the capital cities, where the bulk of dermatology training is carried
out. Some Fellows have full time appointments in major hospitals and institutions. College also offers post-Fellowship training in particular area/s of interest. Fellows of the College practice in all states and territories of Australia and Regional Faculties are established in Queensland, New South Wales, Victoria, South Australia and Western Australia.

**Training**

Entry to the ACD training program is competitive and only open to registered medical practitioners who have resident status in Australia.

To achieve Fellowship of the College, a trainee must successfully complete the College training program and examinations. The length of full time training is four years consisting of:

- Two years of basic training
- Two years of advanced training.

Other areas of training offered by the College (eg Mohs surgery) vary in length and teaching mode to a maximum of twelve months full-time.

The College requires trainees to undertake different rotations as part of the dermatology training program. The State Faculties of the College are responsible for the rotation system and there are national guidelines in place governing this system.

Part time and shared training are available at a minimum commitment of 50% over two consecutive years. These are not available in the final year of training. The College will consider interrupted training on a case-by-case basis.

**How to apply**

Applications for admission to the training program are advertised in the News section of the ACD website <www.dermcoll.asn.au> and in the medical press in February of each year, for admission into the program in the following year.

Applications open at the beginning of February and must be submitted electronically on the College website. The closing date for receipt of applications is normally 31 March each year.

**Admission requirements**

To be eligible to apply to the ACD you must be a registered medical practitioner and have completed a minimum of two years of postgraduate training by the time
of commencing college training. The College prefers applicants who have a wide range of clinical experience.

**Short-listing**

You may only select a maximum of two states in which you wish to train in dermatology.

**Interview**

All interviews will be conducted by a national selection panel at the college premises in Sydney.

**Offers**

Candidates interviewed for each state (Faculty) location will be allocated to the order of merit list according to their performance in the national selection process. State faculty chairs or their delegates will meet in teleconference to match the State faculty rankings with the applicants’ state faculty preferences.

**Important dates**

- January/February — applications for admission to the training program advertised.
- Beginning February — applications open.
- 31 March — applications close.
- September — offers of places made to selected applicants.

**Assessment**

There are a number of on-going work-based assessment tasks throughout the four years of the dermatology training program.

**Examinations:**

- Clinical Science on-line modules and the Pharmacology examination must be successfully completed/passed in the first twelve months of the training program in order to continue into second year.
- Final Fellowship examinations consist of:
  - Fellowship Written Examination (early June). A pass must be obtained in these in order to proceed to the next round of examinations.
  - A round of state based examinations in July including short case vivas.
- Long case vivas and Procedural dermatology viva in August

Fees are reviewed annually by the incoming Board in early June.

**Costs of training (2014)**

<table>
<thead>
<tr>
<th>Description</th>
<th>Fee</th>
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<tbody>
<tr>
<td>Trainee Selection Fees</td>
<td>$1,705.00</td>
</tr>
<tr>
<td>Clinical Sciences modules and Pharmacology examination</td>
<td>$2,864.00</td>
</tr>
<tr>
<td>Clinical Sciences Modules only</td>
<td>$870.00</td>
</tr>
<tr>
<td>Clinical Pharmacology Examination only</td>
<td>$2,404.00</td>
</tr>
<tr>
<td>Fellowship examination</td>
<td>$3,939.00</td>
</tr>
</tbody>
</table>

Fees are reviewed annually by the incoming Board in early June.

**Recommended courses**

The completion of specific courses neither assists nor hinders an applicant’s selection chances. Rather, the ACD seeks applicants who, during PGY1–2 have experienced as diverse a range of hospital departments and subspecialties as possible. Community-related activities, personal and family interests and hobbies and other similar areas which point to an interesting and varied work/life balance are also favourably considered.

Emergency medicine

In what other job could you:

- resuscitate an arresting 50-year-old
- reassure worried parents of a newborn
- reduce a dislocated shoulder in a 20-year-old
- recognise and treat malaria in a returned traveller
- team-lead a multi-trauma
- rule out a pulmonary embolism in a spritely 70-year-old
- return home on time, with no on call

all on the same day?

The study of emergency medicine is a discipline that covers virtually all facets of medicine, in contrast to most other specialties, which are considerably circumscribed. The variety of clinical material presenting to the emergency department demands the attention of a medical practitioner with both breadth and depth of experience and knowledge to ensure a detailed understanding of the patient’s needs.

Training

Medical graduates wishing to undertake training and examinations in emergency medicine must register with the Australasian College for Emergency Medicine (ACEM).

Regional censors and directors of emergency medicine training, appointed by the College, will be able to provide further information about the curriculum and examinations. However, approval of training is granted only by the ACEM Board of Education. Consideration for approval of training requires the submission of the appropriate documentation.

How to apply

1 Submit an application for registration as a trainee to the College. The ACEM online application form is available at <www.acem.org.au/education.aspx?docId=108>.

2 Complete the new trainee interview by the specified return date.
Admission requirements

Medical practitioners who reside in either Australia or New Zealand and hold current registration (including limited or temporary registration) to practise medicine in their State of residence in Australia or in New Zealand may apply for registration as an ACEM trainee.

Basic training takes place during the prevocational years (PGY1 and PGY2). The aim is to gain a broad range of experience and acquire basic skills in medicine through a variety of clinical posts.

Provisional training takes at least 12 months and is more focused on emergency medicine skills. Requirements include:

- a compulsory six-month term in emergency medicine
- a further six months in either emergency medicine or another discipline
- completion of the primary examination
- the provision of three structured references.

After basic and provisional training, trainees are selected for advanced training.

Important dates

You can register as a trainee at any time except during the moratorium period, which is between 1 August and 30 September each year.

Costs of training (2014)

Annual fee $823 to $1,197

*fees subject to change

Recommended courses

### Emergency medicine training pathway

<table>
<thead>
<tr>
<th>Stage</th>
<th>Duration</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Basic training</td>
<td>2 years</td>
<td>Usually, but not necessarily, the intern and second postgraduate years.</td>
</tr>
<tr>
<td>2 Provisional training</td>
<td>12 months (minimum)</td>
<td>The actual duration will depend on how long it takes you to complete ALL requirements of the provisional training period. Trainee selection process, then →</td>
</tr>
<tr>
<td>3 Advanced training</td>
<td>4 years (minimum)</td>
<td>The trainee research requirement may be satisfied at any time during basic, provisional or advanced training—subject to the proviso that it is a prerequisite for eligibility to sit the fellowship examination. The fellowship examination may be attempted in final year of advanced training, provided that all eligibility requirements are met.</td>
</tr>
</tbody>
</table>

Primary exam may be attempted at any time during either basic or provisional training.
General and acute care medicine

General physicians (or specialists in internal medicine) have expertise in the diagnosis and management of complex, chronic and multisystem disorders. They are able to coordinate patient care and work within a multidisciplinary team to optimise health outcomes for individuals and groups. General physicians have a breadth of expertise that spans acute hospital and ambulatory care settings. Their work is not limited by patient age, diagnostic category or treatment intent. Notable rewards include the privilege of being able to offer whole-person care to the same individual at different times, for different conditions, with expertly utilising a high-level biopsychosocial approach.

General physicians ensure the delivery of efficient, cost-effective and safe care for the community. Their expertise is particularly needed in remote and rural areas where there are very few organ-system subspecialists. General physicians also practise in many niche areas such as perioperative medicine, obstetric medicine, acute stroke medicine, clinical pharmacology, palliative care, and acute care of the elderly. General physicians also contribute to workforce development, and are leaders in medical education and health policy formulation.

Academic and research opportunities also exist in general medicine, particularly in the areas of clinical epidemiology and health systems performance.

Recently, acute care medicine has begun to evolve as a distinct entity within general medicine. Training in general and acute care medicine prepares the physician to assume a consultant role in undifferentiated acute medical admissions services. This may be in the setting of an acute medical unit (AMU) or a medical assessment and planning unit (MAPU). Some training in acute care medicine is a required component of general physician training, as is a component of chronic and ambulatory care.

Training

The Royal Australasian College of Physicians offers Advanced Training in the specialty field of General and Acute Care Medicine.

A handbook called PREP Advanced Training in General and Acute Care Medicine Program Requirements Handbook is updated and published annually to ensure that the requirements for PREP Advanced Training in General and Acute Care Medicine are in line with educational best practice. It is the responsibility of the trainee to ensure that they are following the correct guidelines for that training.
year. This handbook is available at <www.racp.edu.au/page/specialty/general-medicine>.

Training duration is 36 months (full-time equivalent), this consists of:

- Six months’ experience in general medicine
- Six months’ experience in acute care (Group A rotations)
- Six months’ experience in Group B rotations
- Six months’ experience in Group B or C rotations
- 12 months of non-core training.

The required content of this training program is defined by the learning objectives outlined in the General Medicine Advanced Training Curriculum and the Professional Qualities Curriculum.

**Admission requirements**

Trainees may commence an Advanced Training Program following their satisfactory completion of Basic Training requirements, including success in the Divisional Written and Clinical Examinations, and appointment to an accredited Advanced Training position. They must also hold current medical registration.

**How to apply**

Trainees need to secure an Advanced Training position at a suitable training site. Once secured, they must prospectively apply to the committee for approval by completing an application for approval of Advanced Training to the SAC in General and Acute Care Medicine and submit it to the College by the relevant date (either 15 February or 31 August). Applications can be made online via the College website http://www.racp.edu.au/. It is the trainee’s responsibility to organise the timely submission of all necessary documentation. Trainees and supervisors must each keep a copy of the application for future reference.

Following application, the Committee will consider the application and decide if the training period is approved. This decision will then be communicated to the trainee via the Advanced Training Portal. Upon approval of training, trainees will be prompted to pay their training fees.

It is also the trainee’s responsibility to read and sign the Statement of Responsibilities in Advanced Training at the beginning of each term of training and keep it as a personal record. It should not be returned to the College.
Trainees should refer to the *Progression Through Training Policy* on the College website for further information on applying for approval of Advanced Training.

**Important dates**

15 February and 31 August – applications for approval of Advanced Training due.

**Costs of training (2014)**

Training fees contribute to funding essential services including:

- eLearning materials
- accreditation of training settings
- approval, review and certification of training
- regular review and monitoring of program requirements
- training portals for recording educational activities
- new forms of workplace-based assessment
- the provision of support for trainees and supervisors, including onsite support
- facilitation of trainee and supervisor input into the development and evaluation of the College’s training programs
- development of education policies
- training and other resources for supervisors.

RACP Advanced Training (Adult and Paeds)

Annual Training Fee $3290.00

Retrospective Accreditation (12 months) $3290.00

**Useful links**

- [www.racp.edu.au/page/specialty/general-medicine#Training Requirements](http://www.racp.edu.au/page/specialty/general-medicine#Training Requirements)
General practice

General practitioners are some of the most essential members of the medical community. Being the first port of call for most patients, they are the gatekeepers to the rest of the health system. With the chance to work flexibly, train and work in both rural and urban Australia, have specialist areas of interest, and create long lasting therapeutic relationships with patients and their families, general practice is a wonderful career.

AGPT program

The Australian General Practice Training (AGPT) program is managed and funded by General Practice Education and Training Limited (GPET), a wholly owned government company. GPET was created in 2001 by the Australian Government to establish and administer a regionalised approach to training, which is now delivered by 17 regional training providers (RTPs) across Australia. GPET also manages and funds the Prevocational General Practice Placements Program (PGPPP). For more information please refer to <www.agpt.com.au>.

Training

There are two professional general practice colleges in Australia — the Royal Australian College of General Practitioners (RACGP) and the Australian College of Rural and Remote Medicine (ACRRM). The two vocational endpoints of the AGPT program are Fellowship of the RACGP (FRACGP) and Fellowship of ACRRM (FACRRM), both of which lead to specialist registration as a general practitioner with the Medical Board of Australia. Throughout the integrated training and assessment program the focus and experience is based in or on the context of rural and remote practice. This develops the trainee’s confidence and competence towards practicing independently.

FRACGP: three year program

- 12 months of hospital residency
- 18 months of GP placements
- 6 months of extended skills training
- Optional fourth year — advanced skills training.

FACRRM: four year program

- Core Clinical Training (12 months of hospital residency)
Primary Rural and Remote Training (24 months in a variety of settings including general practices, rural hospitals, Aboriginal Medical Services (AMS), retrieval services)

Advanced Specialised Training (12 months of advanced specialised training in one of eleven disciplines)

How to apply

Stage 1: application and eligibility check
Applicants submit an online application during the application period: mid April to mid May each year. GPET then confirm each applicant’s eligibility to determine if they can proceed to the next stage.

Stage 2: national assessment
Eligible applicants attend a national assessment centre in late June, where they will undertake a situational judgement test and multiple mini-interviews. Both assessments determine each applicant’s score. Applicants are informed of their score and given the opportunity to review their RTP preferences.

Depending on an applicant’s score and RTP preferences, it is established if the applicant can be shortlisted to a RTP for consideration and a possible placement offer.

Stage 3: regional training provider selection and placement offers
Shortlisted applicants will have their application reviewed by their matched RTP. The RTP may ask for additional information or an interview.

The RTP will then decide whether to offer the applicant a training place on the AGPT program. The applicant will be formally notified as to whether they have been offered a training place. If offered a place, the applicant then accepts or declines the offer.

In this stage you should decide whether you will take the ACRRM pathway, the RACGP pathway, or both. An early decision will help ensure your training is relevant, and that you can take advantage of suitable placements that arise.

More information about the application and selection process can be found in the AGPT Applicant Guide available for download from the AGPT website at <www.agpt.com.au>.
Admission requirements
You can apply in your intern year. There are no mandatory rotations that must be completed before the application process. As such, there are also no recommended/prerequisite courses before application or admission.

For further information on eligibility requirements go to: <www.agpt.com.au/ApplyforAGPT/NewApplicants>.

Important dates
Applications for the AGPT program are normally open from mid April and close in mid May.

National assessment centres are normally open in late June to early July.

The AGPT website will be updated with detailed information in the lead-up to the application period.

Number of trainees
In 2013, 1100 places were allocated across 17 regional training providers (RTPs) nationally.

Average salary
Salaries vary a great deal as a GP but could be approximated at $150,000–$300,000 per year. The GP Registrar Association website has a career calculator based on a number of different variables.


Costs of training (2014)
There is no application fee!
Total RACGP exam (all components) is $7,190
Total ACRRM assessment (all components) is approximately $7,500.
Useful links

- The best place to start looking for further information is the AGPT website, which includes links to websites of the regional training providers:
  www.agpt.com.au

- Australian College of Rural & Remote Medicine:
  www.acrrm.org.au

- Royal Australian College of General Practitioners:
  www.racgp.org.au
Hospital Skills Program

The Hospital Skills Program (HSP) is a professional development program managed by HETI for doctors who are not in specialist training and who are working in NSW hospitals. HSP gives you a career path with diverse opportunities and the flexibility to accommodate both your personal goals and the needs of your employer. HSP training is self-directed and can accommodate multiskilling or the development of a special interest within hospital medicine.

In the NSW public health sector there are approximately 1200 career medical officers, multi-skilled medical officers, GP visiting medical officers and senior resident medical officers working in both hospital and community settings. The largest group work in emergency departments, but others work in other clinical areas including addiction medicine, aboriginal health, rural health, emergency department, children’s health, mental health, sexual health, aged care, women’s health, core skills and hospital medicine.

Curriculum Framework Modules

Curriculum Framework modules have been developed for core skills, hospital medicine, emergency skills, mental health, aged care, children’s health and women’s health, addiction medicine, sexual health, Aboriginal health and rural medicine.

There is no pass/fail in the HSP; it is a program which provides continuing professional development opportunities in the workplace tailored to your needs and ensures “fit for purpose” clinicians working across a range of specialties.

How to apply

To enrol in the HSP go to <www.heti.nsw.gov.au/hsp> and click on the enrolment link.

Admission requirements

The HSP is for doctors working in NSW hospitals who are not undertaking and have not completed college-supervised specialist training. This may include career medical officers, multi-skilled medical officers, senior resident medical officers, ‘hospitalists’ and ‘senior hospitalists’ or general practitioners who are performing a role within a hospital.
Important dates
Training is conducted through HSP networks all year round — your network director of hospital training and education support officer will have developed a training calendar for training opportunities you can access.

Cost of training (2014)
Training is usually provided at no cost to participants. For more specialised training, a nominal fee may be charged.

Recommended courses
- www.heti.nsw.gov.au/hsp for information about training opportunities and to get access to the HSP newsletter
Intensive care

Intensive care medicine encompasses the assessment, resuscitation and ongoing management of critically ill patients with life-threatening single and multiple organ system failure. Work is not confined to the intensive care unit, since patients are usually admitted to the unit from the care of a primary team elsewhere within the hospital. Intensive care specialists are also frequently involved in transporting and assisting with the management of seriously ill patients who may not eventually come to the intensive care unit.

Training

In Australia and New Zealand, intensive care training is accredited by the College of Intensive Care Medicine of Australia and New Zealand (CICM). The fellowship training program takes six years. The requirements of the CICM training program in general intensive care includes 12 months general hospital experience post-graduation plus 36 months of basic training and 36 months of advanced training.

How to apply

Under the rules of the college, training posts must be advertised in regional and preferably national newspapers and, when appropriate, in professional journals. Electronic media advertising may also be considered.

Prospective trainees need to apply for and obtain an accredited position in a hospital, and then register with the CICM.

Admission requirements

Prospective trainees must be registered medical practitioners. Approved basic training cannot commence until at least 12 months of general hospital experience have been completed.

Important dates

Applications to enter the college may be made at any time during the year.
**Costs of training (2014)**

<table>
<thead>
<tr>
<th>Cost Description</th>
<th>Amount ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration fee</td>
<td>1640</td>
</tr>
<tr>
<td>Training Assessment Fee</td>
<td>540</td>
</tr>
<tr>
<td>Basic training annual training fee</td>
<td>890</td>
</tr>
<tr>
<td>Advanced training annual fee</td>
<td>1680</td>
</tr>
<tr>
<td>Examination fee — primary</td>
<td>3260</td>
</tr>
<tr>
<td>Examination fee — fellowship</td>
<td>3260</td>
</tr>
</tbody>
</table>

Specific fee information is available at <www.cicm.org.au/training_fees.php>.

**Recommended courses**

There are various resources supporting practitioners of intensive care medicine. A common course attended by prospective intensive care trainees is the BASIC course which teaches an approach to the assessment and initial management of seriously ill patients. This course is run at several major hospitals in most of the capital cities. For further information, visit <www.aic.cuhk.edu.hk/web8/BASIC.htm>.

There are also other independent groups such as Crit-IQ <www.crit-iq.com.au> which provide online resources.
Medical administration

Specialising in medical administration provides the opportunity to use the medical knowledge, skills and judgement of a clinician for the health and well-being of the public through a career based on management rather than direct patient care.

Effective medical leadership is essential in improving the performance of health systems and services. Clinical leaders can champion change and best practice. Specialist medical managers (medical administrators) apply their added knowledge and skills to influence the work environment and organisational goals to achieve quality care and services.

The Royal Australasian College of Medical Administration (RACMA) offers professional qualification in the specialty of medical administration. The RACMA Fellowship Training Program is designed to assist doctors to make the transition from clinical practice to medical administration, at all levels in the health system.

Fellows of RACMA progress quickly to positions of seniority that are diverse, such as Heads of country and health authorities, chief executives of hospitals, universities, heads of medical schools and universities, heads of divisions of medical services, chief health officers of government jurisdictions, consultants to governments and private sector health services. Fellows are also found in public policy and health program management, in information technology, and in pharmaceuticals, biotechnological and blood and blood product services industries, in Australia and around the world.

Training

The medical leadership and management curriculum of RACMA informs the process by which a medical practitioner in Australasia attains the accredited specialty qualification in medical administration and maintains and furthers their knowledge and skills through continuing professional development. The curriculum aims to produce medical practitioners who use their clinical training and experience and their specialist medical management expertise to lead health service delivery.

The RACMA Medical Leadership and Management Curriculum brings into sharper focus the role and development of RACMA Fellows as leaders. Leadership infuses all aspects of the RACMA curriculum.

The structure and assessment framework of the Fellowship Training Program has three layers that are aligned with the Medical Leadership and Management

I. Supervised workplace practice in medical management – workplace training undertaken for the development of the medical leadership and management competencies. Your contribution will provide high quality medical administration to your employing Organisation, associated organisations and other relevant groups. Candidates must complete a minimum of 3 years full time equivalent (FTE) of Time in Training in Supervised Workplace Practice to be eligible for Fellowship. Part-time Candidates must be at least 0.5 FTE in a medical administration position.

II. Formal academic studies at an approved university of a Masters program to provide theoretical underpinning to the experimental components of the Fellowship Training Program in medical administration.

III. RACMA Fellowship Training Program and its Assessment – the training courses comprise of a variety of learning activities, resources, webinars, learning sets, online modules and is defined by three key competency roles: Leader, Scholar and Manager. These would comprise of a range of competency levels such as Medical Experts, Communicator, Collaborator, Health Advocate and Professional. Candidates must undertake Jurisdictional and National Trial Examination and achieve satisfactory grade in the College’s Oral Examination to be eligible for Fellowship.

Research Project

Another significant component of the Fellowship Training Program is the completion of a research based paper for oral and written assessment, as part of the Research Training Program. This may be undertaken as part of an extension to the Candidates’ university Masters program.


Candidates must be in an accredited training post/substantive position under supervision to be eligible to enter, continue with and re-enrol during the Fellowship Training Program. Candidates must complete a minimum of 3 years FTE of Time in Training in Supervised Workplace Practice to be eligible for Fellowship. Part-time Candidates must be at least 0.5 FTE in a medical administration position.

How to Apply

Applications should be submitted as per the applications instructions and application forms as displayed on RACMA website.
Suitably qualified doctors may apply for Candidacy (Standard Pathway) and train to become Fellows of the College. To be eligible for Candidacy, a doctor must show evidence of the following requirements:

- an undergraduate medical degree from a recognized Australian or New Zealand university, or equivalent.
- Current medical registration in Australia or New Zealand.
- A minimum of three years full time clinical experience involving direct patient care.
- A medical management position. This may be a training post or a substantive position that will allow the Candidate to develop the appropriate competencies medical management competencies. This post will normally be in Australia or New Zealand, however exceptions may apply.

The accelerated pathway

Applicants for the accelerated pathway entry to the RACMA Fellowship Training Program must at the minimum meet all the requirements for standard pathway entry to the RACMA Fellowship Training Program as well as additional attributes that demonstrate significant experience, background and leadership in Medical Administration. Applicants will need to demonstrate to a Panel of senior RACMA Fellows that they have relevant existing competencies (advanced standing) which qualify them for entry to a modified training program. Postgraduate studies (e.g., fellowship of another specialist medical college or formal postgraduate studies in health or business management from a RACMA recognised university) would be an advantage.

All applicants for accelerated pathway entry must have current practicing medical registration in Australia, New Zealand or Hong Kong. Hong Kong applicants will be eligible to apply (with the support of the Hong Kong College of Community Medicine.) Hong Kong applicants who attain Fellowship of RACMA will not qualify to practice as specialist medical administrators in Australasia.

Important dates

Applications for Candidacy via Standard and Accelerated Pathway to RACMA training for Fellowship in Medical Administration usually close on 30 September every year. Those who are interested should peruse RACMA Website and/or contact the National Office to inquire.

Fellowship Training Program commences its academic year on 3 February 2014.
Please visit RACMA Website to see training costs of the Fellowship Training Program for 2014:
racma.edu.au/index.php?option=com_content&view=article&id=514&Itemid=100

Costs of training (2014)

The Standard Pathway

<table>
<thead>
<tr>
<th>Cost</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidacy application</td>
<td>$1,104.40</td>
</tr>
<tr>
<td>Advance standing assessment (if applicable)</td>
<td>$2,863.30</td>
</tr>
<tr>
<td>Training enrolment fee</td>
<td>$828</td>
</tr>
<tr>
<td>Annual training fees Australia and New Zealand</td>
<td>$1,150</td>
</tr>
<tr>
<td>2014 Induction Workshop (2 days)</td>
<td>$1,642</td>
</tr>
<tr>
<td>2014 Workshop Communication</td>
<td>$1,642</td>
</tr>
</tbody>
</table>

The Accelerated Pathway

<table>
<thead>
<tr>
<th>Cost</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application</td>
<td>$1,004</td>
</tr>
<tr>
<td>Panel discussion and learning plan</td>
<td>$3,120</td>
</tr>
<tr>
<td>Written Case Study Assessment</td>
<td>$750</td>
</tr>
<tr>
<td>Final Examination Fee</td>
<td>$2,831</td>
</tr>
</tbody>
</table>

Note: RACMA Candidacy Fees are subject to change without notice and it is recommended to refer to the RACMA Website for up-to-date information prior to submitting applications.

RACMA also offers a variety of CPD programs to Fellows and Clinicians.

Useful links

- Fellowship training program information
- www.racma.edu.au
Obstetrics and gynaecology

If you have a keen interest in women’s health and enjoy the diversity offered by a good balance between patient care and surgical procedures, then obstetrics and gynaecology is for you.

Training

Training for Fellowship of the Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) requires at least six years:

- four year Core Training Program
- two year Advanced Training Program

Core Training Program

The four-year Integrated Training Program (ITP) includes:

- rotation through at least three different hospitals, with at least 12 months in a tertiary hospital and six months in a rural hospital
- logged clinical work in obstetrics and gynaecology
- online elearning modules
- experience in gynaecological oncology
- regular formative appraisals and summative assessments, including written and structured oral examinations for membership of RANZCOG. For more information refer to: <www.ranzcog.edu.au/examinations/mranzco-g-written-examination.html>.

Advanced Training

Advanced training is the final two years of training for Fellowship of RANZCOG. Training can be tailored to the interests and needs of the individual, but usually focuses on one of the following areas: general obstetrics and gynaecology, general gynaecological surgery, provincial practice, research, practice in developing countries or commencing subspecialty training.
Subspeciality Training

The College offers subspecialty training in the following areas: gynaecological oncology, obstetrical and gynaecological ultrasound, maternal–fetal medicine, reproductive endocrinology and infertility, and urogynaecology.

The subspecialty training programs take three years to complete and training may commence during advanced training (after membership requirements have been met) or at any stage after becoming a fellow of the College.

How to apply

The application process involves online registration and an online application form, including an abbreviated curriculum vitae and nomination of referees. Applicants are also required to certify that eligibility criteria for ITP have been met, and to rank states in which the applicant would be prepared to enter the ITP.

The selection process uses a selection score, based on:

- curriculum vitae — scored according to criteria derived from the eligibility selection criteria
- referee reports
- interview (for those who are shortlisted).

Admission requirements

To be eligible, applicants must have:

- unconditional general medical registration
- met any permanent residency/visa requirements required for hospital employment in the state in which applicant intends to train
- obtained an ITP position at an accredited hospital.

Important dates

Applications open around April and close in May each year. Interviews in Australia are usually conducted in August.

Costs of training (2014)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application fee (non-refundable)</td>
<td>$200</td>
</tr>
<tr>
<td>Annual training fees</td>
<td>$2,650</td>
</tr>
</tbody>
</table>
Recommended courses
RANZCOG runs several online training modules at: <online.ranzcog.edu.au>.

Fields of specialty practice
- Gynaecological oncology
- Maternal–fetal medicine
- Obstetrics and gynaecological ultrasound
- Reproductive endocrinology and infertility
- Urogynaecology

Useful links
- The above information is based on information obtained from the RANZCOG Website, and is subject to change.
Occupational and environmental medicine

Occupational and environmental medicine focuses on the relationship between work and health, including workplace and environmental hazards and how exposure to these can relate to illness and injury. It can involve:

- establishing evidence of links between work and disease
- assessing fitness for work
- reducing harmful exposures to physical, chemical and biological hazards
- researching the effect of hazard exposure on health, and promoting wellness
- research on the changing design of work (e.g., part-time, home-based, or altered by new technology)
- advice on planning work and living environments
- assessing and advising on environmental incidents or risks.

Most occupational and environmental medicine specialists manage patients with work-related illness or health problems that affect their ability to work. Jobs are not generally within hospitals but are instead in industry, private consultancies or advisory roles.

Training

All trainees are assigned to a state/regional scheme within the training program of the Australasian Faculty of Occupational and Environmental Medicine (AFOEM), and are supported by a supervisor, attendance at educational meetings and online resources and learning tools.

Successful graduates are awarded Fellowship of the Australasian Faculty of Occupational and Environmental Medicine: FAFOEM (RACP).

There are three stages to training, with assessments at the completion of each stage.

Stage A

Clinical skills, critical appraisal skills and professional qualities. Communication and clinical components include much of the RACP professional qualities curriculum and adult basic training curriculum.
Stage B
Fitness and return to work, interacting with organisations, law, assessing work related hazards, environmental risks and incidents.

Stage C
High level communication, policy development, funding and staffing, and research.

How to apply
Trainees must find their own positions in occupational/environmental medicine within a set of broad guidelines.

Admission requirements
General entry criteria:
- full general medical registration in Australia or New Zealand
- completed two years of general medical training
- currently working in occupational medicine for at least ten hours per week
- currently enrolled in or already completed postgraduate qualifications in environmental and occupational medicine or a related field.

All applicants, on being accepted, commence in the Stage A training program. Applicants who consider they meet the experience for Stage B criteria will be required to apply via an Application for Recognition of Prior Learning, to be considered for Stage B training.

Stage A
- meets all general entry criteria
- completed interview with AFEOM
- good standing within the medical profession.

Stage B
- meets all general entry criteria
- completed Stage A including passing Stage A examinations, or
- completed FRACGP/FRNZCGP or basic training of RACP or
- granted recognition of significant prior learning.
Important dates
There are two intake dates:

- March — to start training in July of the same year
- September — to start training in January of the following year.

Costs of training (2014)

Application for entry to AFOEM training $475
Annual AFOEM training fee $2400
Application for AFOEM written examination (Stage A & B) $1350
Application for AFOEM practical examination Stage B $2350

Recommended courses
Doctors considering occupational and environmental medicine training may like to consider postgraduate qualifications (graduate certificate, diploma or masters degree) or vocational training in the following areas:

- occupational and environmental health
- occupational health and safety
- environmental management
- health policy.

Useful links
Australasian Faculty of Occupational and Environmental Medicine
Ophthalmology

Ophthalmology allows practitioners to act as both physicians and surgeons to treat a very significant organ in the body. Between clinical work, ocular surgery, involvement in the management of systemic disease where the eye is affected, and the opportunity to work in the developing world, ophthalmology provides opportunities for a fulfilling and rewarding career.

Admission requirements

Entry to ophthalmology training is very competitive. Each year the Royal Australian and New Zealand College of Ophthalmologists (RANZCO) invites medical doctors who satisfy the application prerequisites to register for the National Ophthalmic Matching Program (NOMP) for selection onto the RANZCO vocational training program. Applicants also need to be appointed for employment to an accredited ophthalmology training position in any of the six RANZCO training networks in Australia and New Zealand. Each of the networks conducts a selection process for appointments for employment through a hospital or health authority selection committee.

The prerequisites to apply to the college for selection are:

- having a medical degree with full registration to practice medicine in either New Zealand or Australia
- being a citizen or permanent resident of Australia or New Zealand
- a minimum of two years (including the intern year) postgraduate prevocational experience in hospitals approved by the college. As a guiding principle you should have a broad experience across a range of medical, clinical and surgical settings with a minimum of 21 months in such posts.

The seven key roles underpinning selection, training and assessment are: ophthalmic expert and clinical decision maker, communicator, collaborator, manager, health advocate, scholar, and professional. The selection criterion ‘scholar’ may mean having higher degrees or publications. Although this is important in all networks, it is not a college requirement that applicants either possess a masters or PhD or are in the process of studying towards these degrees. Referees will be asked to comment on your performance in each of the key roles.
If you are unsuccessful in your application for selection, and remain interested in ophthalmology training, you should consider applying in the following year. RANZCO accepts registrations from any doctor who meets the prerequisites in whatever years they choose to register. Also it is likely that an applicant on a second or later occasion will be able to present claims of enhanced experience, thus possibly improving their ranking.

**Important dates**

The registration form for RANZCO training is made available on the college website in March each year. Registrations usually close in early May. Successful applicants for selection are usually notified of the results of the NOMP in September.

**Training**

Once selected onto the five year vocational training program, RANZCO trainees commence basic training (years 1 and 2). Basic trainees will:

- pass the clinical ophthalmic pharmacology, emergency medicine, and anatomy examinations after selection to the RANZCO vocational training program and prior to commencement of accredited training
- complete and submit the ophthalmology induction assessment within three months of commencement of accredited training
- satisfy all term requirements, pass all ophthalmic science assessments and pass the ophthalmic basic competencies and knowledge test within the first 18 months.

To progress to advanced training (years 3 and 4), RANZCO trainees will:

- obtain an appointment to an advanced training post from year 3
- meet all requirements to be eligible to sit the advanced examination in ophthalmic pathology from year 3
- sit and pass ophthalmic pathology, usually in year 3
- demonstrate fitness to sit the RANZCO advanced clinical exam in year 4
- sit and pass the RANZCO advanced clinical exam
- pass all rotation requirements for year 3.

**Work-based assessment and research**

During the course of the five year training program RANZCO trainees will:
• maintain a surgical logbook, complete work-based assessments for each rotation, and complete the clinical curriculum performance standard spread sheet in consultation with term supervisors during basic and advanced training

• meet all requirements for the seven key roles and competencies of the specialist ophthalmologist

• meet the research requirement of the training program by the end of the final year.

On completion of the vocational training program graduates are eligible to apply for fellowship of the RANZCO.

How to apply

Doctors who meet all of the RANZCO prerequisites need to first register for the NOMP on the registration form available on the RANZCO website <www.ranzco.edu>.

After registering for NOMP, applicants must separately apply for employment and appointment to an accredited ophthalmology training position in any of the six RANZCO training networks in Australia and New Zealand. Recruitment in New Zealand, Western Australia, South Australia, Victoria, Queensland and New South Wales usually takes place between June and August each year and applicants are advised to consult the employing hospital or health authority’s website.

Costs of registration and training (2014)

NOMP registration $380
Trainee membership $348 per year
Vocational training program training fees $2900 per year

Recommended courses

Before you apply it is in your interest to have taken all opportunities to assess, appraise and judge your fitness to perform fine diagnostic and surgical procedures. These require good fine motor skills, adequate hand/foot/eye coordination, and stereoscopic depth perception.
Paediatrics

Adult medicine and paediatrics are parallel streams in basic physician training.

Training
The Royal Australasian College of Physicians (RACP) Physician Readiness for Expert Practice program (PREP) oversees the training of qualified medical practitioners who wish to become paediatricians in Australia or New Zealand.

RACP’s PREP training program requires a minimum of six years to complete including:
- three years of basic training
- college written and clinical examinations
- three or more years of advanced training.

How to apply
Applications to join the PREP program are made via the RACP online registration system <www.racp.edu.au/registration/introduction/start>

You should contact the director of physician/paediatric education responsible for training at your hospital to discuss training prior to applying via the College website.

All trainees must register on an annual basis to outline their proposed training for the year.

Up to six months of adult medicine terms can be counted towards paediatric training. Although it is currently possible to have up to a year of training retrospectively approved (recognition of prior learning), this is likely to change in future. Also, there are ongoing assessments as part of the PREP training program which are best completed during the period of training rather than retrospectively. For these reasons, trainees who are planning to pursue a career in paediatrics and who are working in adult hospitals in PGY2 are advised to register with the (adult medicine) director of physician training as early as possible.

Trainees should refer to the relevant RACP handbook for the administrative requirements of the program.
Admission requirements
You must be employed in an accredited training hospital to apply for the RACP training program. A centralised recruitment process is used in NSW.

To be eligible to apply to join the PREP program, you must complete an intern year and have general medical registration and obtain a basic physician training position at an accredited hospital.

Important dates
28 February — registration for each year of basic training (you must register every year). If you wish to apply for training starting in the second half of the year, the due date is 31 August.

Costs of training (2014)
The annual registration fee is $1400. See the RACP website <www.racp.edu.au> for more information.

Fields of specialty practice
- Clinical genetics
- Community child health
- General paediatrics
- Neonatal and perinatal medicine
- Paediatric cardiology
- Paediatric clinical pharmacology
- Paediatric emergency medicine
- Paediatric endocrinology
- Paediatric gastroenterology and hepatology
- Paediatric haematology
- Paediatric immunology and allergy
- Paediatric infectious diseases
- Paediatric intensive care medicine
- Paediatric medical oncology
- Paediatric nephrology
- Paediatric neurology
- Paediatric nuclear medicine
- Paediatric palliative medicine
- Paediatric rehabilitation medicine
- Paediatric respiratory and sleep medicine
- Paediatric rheumatology
Palliative medicine

Palliative medicine is focused on managing patients with active, progressive, far advanced disease or life limiting illness, where quality of life is the focus of care. Training emphasises the clinical aspects of palliative medicine including diagnosis and management of major symptoms and pain, clinical pharmacology, the awareness of medical and non-medical tools, and the social and pastoral support of individuals and their families.

Training

A candidate can enter into the advanced training program either by completing RACP basic training or by award of fellowship from one of the nominated medical colleges. Upon completion of the advanced training program, candidates will either be awarded Fellowship of the Royal Australasian College of Physicians (FRACP) or Fellowship of the Australasian Chapter of Palliative Medicine (FACHPM) depending on the pathway of entry into the advanced training program.

Candidates from both pathways train under the same curriculum.

Training must be undertaken at an accredited site. There are numerous accredited training sites across Australia and New Zealand. The advanced training in palliative medicine consists of six training terms, each six months in length, which can be completed in any order:

- inpatient unit/hospice
- community setting
- teaching hospital/consultation
- palliative medicine variable (trainee is to undertake a further six months training in one of the above mentioned settings)
- oncology
- non-core (other specialty related to palliative medicine, research or academic study).

Candidates are required to complete a case study within their first year of advanced training and a research project within the final year of advanced training.

The online learning module on Pain Management will be available to all advanced trainees in 2014 as a recommended learning resource and will be made a mandatory training requirement in 2015.

It is recommended that advanced trainees attend the Communication Skills Workshop offered through the RACP.
How to apply

For candidates who enter via the Chapter pathway will need to submit an Application for Entry into the training program before beginning advanced training. It is the responsibility of the candidate to secure a suitable position in an accredited hospital for training. Having secured a training position, the candidate submits an application for approval of training, which is available via <www.racp.edu.au/page/specialty/palliative-medicine>.

Admission requirements

FRACP pathway

To enter advanced training in palliative medicine, trainees must meet the following RACP requirements:

- completion of 36 months of satisfactory basic training (including any module requirements)
- success in the RACP written and clinical examinations
- acceptance into an advanced training program, where applicable.

For trainees who apply for paediatric palliative medicine, they must have at least completed basic paediatric or basic physician training.

FACHPM pathway

In order to enter the training program, an applicant must:

1. be a registered medical practitioner in Australia or New Zealand
2. have completed basic training through the RACP or hold a fellowship in one of the following colleges or faculties:
   - Anaesthetics
   - General Practice
   - Joint Faculty of Intensive Care Medicine
   - Obstetrics and Gynaecology
   - Pain Medicine
   - Psychiatry
   - Radiation Oncology
   - Rehabilitation Medicine
   - Rural and Remote Medicine
   - Surgery
Important dates

- 15 February: application for approval of training due (full year training or first half of the year)
- 31 August: application for approval of training due (second half of the year).

Costs of training (2014)

Assessment of entry application fee (FACHPM only) $475
Annual fee for advanced training (FRACP) $3,060 (12 months) or $1,530 (6 months)
Annual fee for advanced training (FACHPM) $2,400 (12 months) $1,200 (6 months)
Application for fellowship fee $1,048.60 (FRACP) $995.10 (FACHPM)
Clinical Diploma in Palliative Medicine $1,200

If the training term is less than six months in length, fees are charged on a pro-rata basis. Check with the College for the most recent information.

Recommended courses

The Clinical Diploma in Palliative Medicine is a six month (full time equivalent) training program available to medical practitioners. Candidates are not required to complete this course before undertaking advanced training.

Useful links

- Education Officer — Advanced Training
  +61 2 8247 6296   palliativemedtraining@racp.edu.au
  www.racp.edu.au/page/specialty/palliative-medicine
- Education Officer — Clinical Diploma
  +61 2 8247 9286   pallmeddiploma@racp.edu.au
Pathology

Pathology is concerned with the study of the nature and causes of all diseases. It underpins every aspect of medicine, from diagnostic testing and monitoring of chronic diseases to genetic research and blood transfusion technologies.

Training

Pathology training takes a minimum of five years in accredited laboratories. Training can be undertaken in general or clinical pathology or in one of the single disciplines: anatomical pathology, chemical pathology, genetic pathology, forensic pathology, haematology, immunopathology, microbiology or oral pathology.

You will need to sit for the following three exams:

- Basic pathological sciences examination. The exam may be taken before starting training. It is open to any intern, medical or dental student in their final year as well as registered trainees. It is usually taken in the first year of training.
- Discipline specialty part I: usually taken in the third year of training.
- Discipline specialty part II: usually taken in the fifth or final year of training.

How to apply

The Royal College of Pathologists of Australasia (RCPA) accredits laboratories for pathology training, approves supervised training and conducts examinations and assessments leading to certification as a qualified pathologist and fellow of the college (FRCPA).

The trainee must nominate a supervisor in the laboratory who will work with the trainee to design and monitor the training program. Once employment and supervision are secured, the trainee can apply for initial registration through the RCPA website.

Admission requirements

To be eligible to apply the candidate must meet the following requirements:

- Australian citizenship or Australian permanent residence visa (or relevant criteria in New Zealand, Hong Kong, Singapore, Malaysia, Saudi Arabia)
- medical degree recognised for registration purposes in Australia, New Zealand (or appropriate registration where rotation is to occur) or satisfactory completion of the requirements of the Australian Medical Council or the New Zealand Medical Council
registrable as a medical practitioner in the country of domicile.

While the College will accept trainees with one year’s postgraduate experience, applicants are encouraged to have completed at least two years if possible, to demonstrate a good clinical background.

Overseas trained specialists who have been assessed by the College as requiring one to two years additional assessment are also eligible for selection.

Important dates
Initial registrations are accepted throughout the year. NSW has a centralised appointment scheme in anatomical pathology which is advertised on the RCPA website. Interviews take place in August/September.

Number of trainees
In 2013 there were 522 pathology trainees in Australia, including 178 in NSW.

Costs of training

<table>
<thead>
<tr>
<th>Cost Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial Registration Fee</td>
<td>$110</td>
</tr>
<tr>
<td>PLUS First Year Training Fee (Jan-Mar)</td>
<td>$1,111</td>
</tr>
<tr>
<td>PLUS First Year Training Fee (Apr-Jun)</td>
<td>$833.25</td>
</tr>
<tr>
<td>PLUS First Year Training Fee (Jul-Sept)</td>
<td>$555.50</td>
</tr>
<tr>
<td>PLUS First Year Training Fee (Oct-Dec)</td>
<td>$277.75</td>
</tr>
</tbody>
</table>

Recommended courses
Potential trainees can sit the basic pathological sciences exams before they register but it is not a criterion for selection. Some hospitals offer rotations in pathology for prevocational doctors. This is not a selection criterion but may give the doctor an opportunity to gain first-hand experience before making a career choice.

Fields of specialty practice

- General pathology
- Haematology
- Immunology
- Microbiology
- Chemical pathology
- Anatomical pathology (including cytopathology)
Psychiatry

Psychiatrists treat disabling illnesses but rather than treating just one aspect of an illness they look holistically at a patient’s physical and mental symptoms and needs. Psychiatrists treat both the effects of emotional disturbance on the body, and the effects that physical conditions can have on the mind.

Training

Psychiatry training is a postgraduate medical course for doctors. Trainees who successfully complete the program become eligible for Fellowship of the Royal Australian and New Zealand College of Psychiatrists (RANZCP), qualifying them to practise independently as a consultant psychiatrist in Australia or New Zealand.

The Fellowship Program takes a minimum of 60 months full-time equivalent (FTE) to complete. During the training period, trainees work as registrars in hospitals and clinics, where they are supervised by experienced psychiatrists.

How to apply

There are two components to applying for psychiatry specialist training. A prospective psychiatry applicant must contact the RANZCP NSW Branch for an application kit and also apply also online on the NSW Health website for a trainee position in psychiatry.

It is important that applicants first make contact with the local RANZCP branch training committee to establish the availability of appropriate positions and obtain an application pack.

Admission requirements

Prerequisites for applying to enter the Fellowship Program are:

- successful completion of a medical degree
- at least one year of general medical training (FTE)
- current general registration as a medical practitioner in Australia or New Zealand

Applicants are selected for psychiatry training based on their suitability, skills and experience.
• to ensure that they are capable of providing psychiatric care to the standard expected by people with mental health problems and mental illness in Australia and New Zealand, and

• to ensure they are potentially capable of completing the training program within the time allowed.

Important dates

Applications for yearly intake usually open in July, and remain open for three weeks. Please contact the NSW Branch for closing dates.

Interviews will be held in August and September.

Costs (2014)

Training Administration Fee Schedule 2014

<table>
<thead>
<tr>
<th>Description</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial registration fee</td>
<td>$633</td>
</tr>
<tr>
<td>Part time training fee</td>
<td>$1,029</td>
</tr>
<tr>
<td>Full time training fee</td>
<td>$1,338</td>
</tr>
</tbody>
</table>

Examination fees

<table>
<thead>
<tr>
<th>Description</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case history submissions</td>
<td>$525 per submission</td>
</tr>
<tr>
<td>Written examination</td>
<td></td>
</tr>
<tr>
<td>February 2014</td>
<td>$2,530</td>
</tr>
<tr>
<td>August 2014</td>
<td>$2,603</td>
</tr>
<tr>
<td>Trainee clinical examination</td>
<td>$1,867</td>
</tr>
</tbody>
</table>
Recommended courses
Doctors who are considering a career in psychiatry might like to complete a term in psychiatry as a junior doctor.

Useful links

- The Royal Australian and New Zealand College of Psychiatrists: www.ranzcp.org
- Details on the 2012 Fellowship Program can be found at www.ranzcp.org in the Pre-Fellowship area.
- Information for pre-vocational doctors can be found at www.ranzcp.org in the Resources area. In particular, consider joining the Psychiatry Interest Forum (PIF) which will enable you to stay in the loop with the College's activities and networking opportunities.
Public health

Public health medicine is recognised as an area of medical practice with a focus on the health of populations rather than individual patients. Public health specialists are usually generalists with a broad understanding of different conditions and are trained in clinical medicine and public health.

Public health physicians are concerned with:

- the health and care of populations
- the promotion of health
- the prevention of disease and illness
- assessing community health needs
- providing services to communities and special needs groups.

Training

Training usually takes three years (full-time) and is completed as a curriculum of 36 units, with trainees completing one unit per month.

Training is accredited on a prospective basis, as trainees must independently find a public health medicine position, develop a learning plan and apply for approval from the Faculty of Public Health Medicine to complete their training at that post.

Training is supported by a video conference program of ten sessions per year on a variety of topics, national training days featuring interactive sessions on specific competency areas, and the guidance of individual supervisors and mentors.

Training is quite flexible, with the ability to incorporate clinical and laboratory work, time spent during PhD and other coursework studies, overseas training posts and concurrent training with other specialties.

Part-time training is also possible, but trainees must complete their training within seven years (full time and part time). Extensions are granted for maternity and paternity leave.

Successful graduates are awarded Fellowship of the Australasian Faculty of Public Health Medicine: FAFPHM (RACP).
How to apply

Doctors interested in applying for admission to the Australasian Faculty of Public Health Medicine’s training program should contact the faculty office <afphm@racp.edu.au>.

Admission requirements

To apply you need to have:

- general medical registration
- completed basic medical training (ie, three years of clinical/medical experience (one being internship)
- completed or be studying a Master of Public Health (or comparable degree) which includes core units in epidemiology, biostatistics, health protection, health promotion, health policy, planning or management
- secured a position in public health in Australia

A masters degree must be completed before progressing to the second year of advanced public health medicine training.

Important dates

For trainees who want to begin their training in January, they will need to submit their Eligibility for training and MPH Mapping Exercise by 1 October, and their Application to Commence by 15 November.

For trainees who want to begin their training in July, they will need to submit their Eligibility for training and Master of Public Health (MPH) Mapping Exercise by 1 April, and their Application to Commence by 15 May.

Costs of training (2014)

<table>
<thead>
<tr>
<th>Costs</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application for admission to advanced training</td>
<td>$475</td>
</tr>
<tr>
<td>Annual advanced training fee</td>
<td>$2,400</td>
</tr>
<tr>
<td>FTE 50%</td>
<td>$1,200</td>
</tr>
<tr>
<td>FTE 75%</td>
<td>$1,800</td>
</tr>
<tr>
<td>Late fees/deferral of training</td>
<td>$144.50</td>
</tr>
<tr>
<td>Application for fellowship</td>
<td>$650</td>
</tr>
</tbody>
</table>
Recommended courses

A masters degree in public health or international public health is compulsory for training beyond second year.

Doctors considering a career in public or international health may like to consider postgraduate qualifications, vocational training or short courses in areas such as:

- public health
- epidemiology
- international crisis management
- health promotion
- health policy
- infection and immunity
- indigenous health
- biostatistics

Useful links

- The University of New South Wales, School of Public Health and Community Medicine: www.med.unsw.edu.au/SPHCMWeb.nsf/page/PH
- The University of Sydney, Master of Public Health: www.sydney.edu.au/courses/?detail=1&course_sef_id=Master_of_Public_Health_552
- James Cook University, Master of Public Health and Tropical Medicine: www-public.jcu.edu.au/courses/course_info/index.htm?userText=74204-
- Australasian Faculty of Public Health Medicine: www.afphm.racp.edu.au
Radiation oncology

A radiation oncologist is a medical specialist with particular expertise in the planning and delivery of radiotherapy. At the same time, they are central to clinical decision making in all aspects of cancer patient care.

Radiation oncology is an intellectually challenging career with a range of opportunities in the public and private sectors as well as in the academic sphere. It combines the best aspects of direct clinical management of patients of all ages, with a technologically-advanced and continually evolving treatment modality. It is a specialty that will appeal to clinicians with an interest in direct contact and meaningful relationships with patients and being part of a larger healthcare team.

Training

The Royal Australian and New Zealand College of Radiology (RANZCR) radiation oncology training program runs for five years, conducted in two phases: phase 1 of 18–24 months and Phase 2 of approximately 36–42 months (depending on the trainee’s progress through Phase 1).

Training departments or training sites are accredited based on their capacity to provide appropriate training and educational opportunities for trainees.

There are currently a number of departments accredited for radiation oncology training in Australia, New Zealand and Singapore. A list can be found on the RANZCR website.

How to apply

Candidates are advised to liaise directly with the training hospitals, who advertise accredited training positions in newspapers.

Admission requirements

Accredited training positions are advertised by each training centre throughout the year. The RANZCR is not directly involved in the selection and appointment of trainees, but provides some criteria for employing bodies to consider in their selection process.

Essential:
- general medical registration
- minimum of two years postgraduate clinical experience
dedication to and interest in pursuing a career in radiation oncology
- good interpersonal and professional communication skills
- high standard of academic performance.

Desirable:

- personal commitment to continuing professional development
- satisfactory professional referee reports
- satisfactory reports from previous and current employers
- an interest in and commitment to research.

In recent years, there has been intense competition for positions. Selection depends on undergraduate medical course results, previous interest as demonstrated by relevant electives, publications or presentations and performance as an intern/resident demonstrated in references and an interview.

Important dates

Examination dates can be found on the RANZCR website: <www.ranzcr.edu.au/training/exams/radiation-oncology-examinations/examination-fees/examination-date>.

Costs of training (2014)

The subscription fee is $1,803. This is the fee that trainees must pay in order to become members of the College and to have access to the member’s benefits program.

The training fee is $1400. This fee assists the College in meeting the significant additional costs associated with the new curriculum introduced in 2011.

Exam fees:

<table>
<thead>
<tr>
<th>Phase</th>
<th>Description</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phase 1</td>
<td>Full sitting (papers 1 &amp; 2)</td>
<td>$2,430</td>
</tr>
<tr>
<td>Phase 2</td>
<td>Full sitting (writtens: tumour pathology, clinical oncology and two radiotherapy papers plus nine vivas)</td>
<td>$3,373</td>
</tr>
</tbody>
</table>

Recommended courses

The courses below are listed as a guide only and are recommended as options for radiation oncology trainees. They are in no way mandatory nor will they contribute
towards assessments or training time. Attendance at any of the below listed courses should not be used in place of practical learning and assessments.

- Basic Sciences in Oncology Course (BSOC) is a multidisciplinary program that provides an excellent opportunity to gain an overview of key issues in oncology. BSOC has been designed to support current best practice, and teaches core skills and competencies in oncology.

- Ultrasound courses can be completed through the Australasian Society of Ultrasound. They also offer online physics courses.

- A graduate certificate in applied anatomy by dissection is offered by the University of New England.

- An anatomy course is offered by Royal Prince Alfred Hospital.

- The Radiology Physics Applied Imaging Technology (AIT) course is offered by Westmead Hospital to assist trainees prepare for the AIT section of the Part 1 examination.

- The Radiology Anatomy course is offered by University of NSW to assist trainees prepare for the anatomy section of the Part 1 examination.

- A Part 2 examination lecture series is delivered by various sites throughout NSW.


Useful links


Radiology

As a radiologist, you are a crucial member of both medical and surgical teams that guide patient management and the investigation of diseases. By the end of training, you will know how to interpret diagnostic tests, assess the need for interventional procedures, and select the best possible treatment based on x-rays, ultrasounds, computed tomography and magnetic resonance imaging. Radiologists are vital because they have the medical knowledge to understand and explain medical problems through the images that are taken of the body.

Training

Entry into the training program accredited by The Royal Australian and New Zealand College of Radiologists (RANZCR) is highly competitive.

The radiology training program consists of two phases:

- **Phase 1:** Three years of general radiology training.
- **Phase 2:** Two years of systems-focused (as distinguished from subspecialty) rotations for advanced radiology training.

During the five years, trainees take two sets of examinations (Part 1 and Part 2).

Once trainees have completed five years of training, passed the Part 2 examination and become a fellow of the College, they may decide to obtain additional subspecialty training through advanced training positions in Australia, New Zealand and/or overseas. These opportunities allow recently qualified radiologists to concentrate on one area of the specialty of radiology, such as breast imaging, interventional radiology, musculoskeletal radiology, or paediatric imaging.

How to apply

Candidates are advised to liaise directly with accredited training hospitals. Appointments for accredited training positions are advertised directly through the training hospitals.

Admission requirements

To apply you need to have general medical registration and to have completed two full years in an approved hospital as an intern/resident.

There is fierce competition for training places. Applicants need to show a high standard of academic performance, dedication and interest in pursuing a career in radiology, good interpersonal and professional communication skills, personal
commitment to continuing professional education and development, satisfactory professional referee reports, satisfactory reports from previous and current employers, and an interest in and commitment to research.

As a general rule, the RANZCR Education Board encourages experience in a broad spectrum of clinical disciplines before undertaking radiology training. After beginning training, a candidate must submit a proposed course of practical work to the Chief Censor in Radiology for approval. At the same time, they must apply for student membership of the RANZCR.

Important dates

Appointments for accredited training positions are advertised directly through the training hospitals. Each individual training hospital has different times of the year for recruitment.

Number of trainees

About 80 doctors per year complete their training as radiologists in Australia, New Zealand and Singapore.

The RANZCR does not have a set quota for training places. The number of positions available for vocational training is determined by the funding provided for such training by the various state health departments and the New Zealand Health Authority.

Costs of training (2014)

All trainees must pay $1,803 in order to become members of the College and to have access to the member’s benefits program. There is also a training fee of $1,400 (to assist the college in meeting the significant additional costs associated with the new curriculum.)

All examination sittings attract a fee which covers the administration costs of the exam.

Part 1

<table>
<thead>
<tr>
<th>Type</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full sitting</td>
<td>$2,477.15</td>
</tr>
</tbody>
</table>

Part 2

<table>
<thead>
<tr>
<th>Type</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full sitting</td>
<td>$3,373.70</td>
</tr>
</tbody>
</table>
Recommended courses

- Ultrasound courses can be completed through the Australasian Society of Ultrasound. They also offer online physics courses.
- A graduate certificate in applied anatomy by dissection is offered by the University of New England.
- An anatomy course is offered by Royal Prince Alfred Hospital.
- The Radiology Physics Applied Imaging Technology (AIT) course is offered by Westmead hospital to assist trainees prepare for the AIT section of the Part 1 examination.
- The Radiology Anatomy course is offered by University of NSW to assist trainees prepare for the anatomy section of the Part 1 examination.
- A Part 2 examination lecture series is delivered by various sites throughout NSW.

Field of specialty study

- Diagnostic radiology
- Diagnostic ultrasound
- Nuclear medicine

Useful links

- Prospective student resources: www.ranzcr.edu.au/training/resources/prospective-students
Rehabilitation medicine

Rehabilitation medicine is concerned with the diagnosis, evaluation and treatment of people with limited function as a consequence of disease, injury, impairment and/or disability. Training can be completed in either adult or paediatric fields.

The focus is on maximising physical, social, mental and vocational function within the community. Much of the work is within multidisciplinary rehabilitation teams.

Training

Training is provided via the Australasian Faculty of Rehabilitation Medicine (AFRM) of the RACP.

Adult rehabilitation medicine

Training is usually four years in an accredited training program, although one year of training can be non-core (eg, geriatric medicine or neurology).

Paediatric rehabilitation medicine

Training is usually three years in an accredited program, although one year can be non-core. Paediatric trainees must have completed their RACP basic training in paediatrics and child health and successfully have passed the FRACP part 1 written and clinical examinations.

One year of both adult and paediatric training may be spent in elective training in areas such as: spinal injuries, cardiology, sport medicine, developmental disability, psychiatry and orthopaedics.

Program requirements

Part time and job sharing options are feasible. Progress through the training program is based upon completion of assessments and modules in:

- Module 1 written assessment (adult trainees only)
- Module 2 clinical assessment (adult trainees only)
- Fellowship written examination
- Fellowship clinical examination
- Clinical research external module
- Clinical neuropsychology external module
- Health service administration and evaluation external module
- Behavioural sciences external module.

In addition to satisfactory work performance, trainees need to demonstrate success in long case assessments.
Successful graduates are awarded Fellowship of the Australasian Faculty of Rehabilitation Medicine: FAFRM (RACP).

How to apply
Applications are to the AFRM. Application forms and details of fees and supporting documents are available on the AFRM website.

Admission requirements
You need to have general medical registration and to have successfully completed two years of postgraduate training in general medical and surgical areas.

Important dates
Early and mid-year: apply to the AFRM with the form, fees and documents.
August/September: interviews for placement as rehabilitation registrars for the following 12 months. The selection processes are administered at hospital and local branch level and AFRM is not involved in the recruitment of trainees.

Costs of training (for 2014)
Application to become an AFRM trainee no fee
Annual application for approval of AFRM training program $3,050 ($1,883 p/t)
AFRM module 1 assessment $1,350
AFRM module 2 assessment $2,350
AFRM fellowship written examination $1,350
AFRM fellowship clinical examination $2,350
External modules $300 each
Application for fellowship $1,048.60

Recommended courses
Familiarise yourself with the rehabilitation medicine curriculum before applying.

Useful links
Australasian Faculty of Rehabilitation Medicine: www.racp.edu.au/page/afrm-training
Rural generalist

A rural generalist has the best of all jobs. Cradle to grave medicine that while challenging is most rewarding and all in an environment out of the rat race. The NSW Rural Generalist Training Program aims to build a sustainable medical workforce to meet the healthcare needs of rural communities. The program is a supported career pathway to a career as a GP providing care in a rural community and advanced procedural services at a rural hospital.

A rural generalist is a medical practitioner who provides primary care to a rural community while being credentialed at the local health service to provide procedural/advanced skills in their chosen specialty. The rural generalist training program provides training for procedural skills in obstetrics and gynaecology, anaesthetics or emergency medicine in combination with obstetrics. Other advanced skills will be considered as needs are identified.

Training

Rural generalist trainees receive an employment contract with the local health district for advanced skills, training and a training agreement outlining activities for the length of the training program. This will be coordinated with their General Practice (GP) training provider.

Trainees are allocated a GP mentor, their GP educator and a specialist supervisor at the hospital where procedural/advanced skills training is undertaken, and work with the state-wide and regional directors of the Rural Generalist Program for the duration of the training agreement. At the end of the rural generalist training program, trainees are assisted to find employment in a rural general practice, with visiting medical officer status at a rural health facility where they provide procedural/advanced skills.

Training pathway

- PGY2 — commence GP vocational training and complete hospital rotations
- PGY3 or later — advanced skills training
- PGY4/5 — community general practice training and/or additional advanced skills training
- Credentialed to provide procedural services at a rural facility
- Employed as GP and/or visiting medical officer.

Trainees completing the program are awarded either Fellowship of the Australian College of Rural and Remote Medicine (FACRRM) or Fellowship of the Australian...
College of General Practitioners (FRACGP) plus Fellowship in Advanced Rural General Practice (FARGP).

Eligibility requirements
To be eligible to apply you must be:

- registered or eligible for general medical registration
- enrolled in or intending to enrol in a general practice education and training program (FACRRM or FRACGP + FARGP)
- committed to rural practice and rural communities.
- committed to advanced skills training in obstetrics and gynaecology and/or anaesthetics.

How to apply
Applications for GP training open in April and close in May. General Practice Education and Training (GPET) selection is usually completed in August.

Rural generalist positions will be advertised early in 2014. See www.heti.nsw.gov.au/rural

Number of trainees
There will be 30 trainees in 2015 following the initial cohort of 15 in 2013 and 30 in 2014.

Useful links
- For more information please register your interest at www.heti.nsw.gov.au/rural
- or call HETI Rural GP on +61 2 6692 7716
Sexual health medicine

Sexual health medicine is concerned with healthy sexual relations, and encompasses consultations regarding sexually transmissible infections and HIV, unplanned pregnancy, sexuality, physical or psychological problems including assault, sexual dysfunction and infertility.

Practice encompasses:
- individual health
- microbiology
- immunology
- health education and advocacy
- family planning
- public health
- research.

Sexual health is a well-established field of medicine with equivalents in the United Kingdom and Europe. In Australia there are two well-established academic chairs of sexual health medicine (Universities of Melbourne and Sydney) actively involved in both teaching and research.

Training

Training is accredited by the Australasian Chapter of Sexual Health Medicine (AChSHM) of the RACP.

Training is usually three years in length. The AChSHM Education Committee oversees advanced training in sexual health medicine and will assess the requirements for each individual trainee. Prospective trainees who are fellows of an approved college may be eligible to apply for recognition of up to 12 months of prior learning.

Advanced training occurs at accredited training sites across Australia and New Zealand. In NSW most sites are based in the Sydney metropolitan area at sexual health clinics/hospitals or private clinics.

For a complete list of sites accredited by the AChSHM, please refer to the specialty specific webpage: <www.racp.edu.au/page/specialty/sexual-health>.

Successful graduates will be awarded FACHSHM.
How to apply
Trainees can apply to enter the program as advanced trainees after successful completion of the RACP basic training program, or with an appropriate fellowship from another college.

Admission requirements
1. Be a registered medical practitioner in Australia or New Zealand.
2. Either hold fellowship of one of the following colleges or faculties:
   - Australasian College of Dermatologists (FACD)
   - Royal Australasian College of Physicians (FRACP)
   - Royal Australasian College of Surgeons (FRACS—urology)
   - Royal Australian and New Zealand College of Obstetricians and Gynaecologists (FRANZCOG)
   - Royal Australian and New Zealand College of Psychiatrists (FRANZCP)
   - Royal Australian College of General Practitioners (FRACGP)
   - Royal College of Pathologists of Australasia (FRCPA)
   - Royal New Zealand College of General Practitioners (FRNZCGP)
   - Australasian Faculty of Public Health Medicine (FAFPHM)
   or in the case of overseas trained specialists (including general practitioners) have been considered equivalently qualified by the relevant Australasian medical college
   or have completed basic training of the RACP (including success in the FRACP written and clinical examinations).
3. Have a satisfactory practice history (no professional misconduct or disciplinary issues).

Important dates
31 January — educational supervisors reports and PREP program requirements must be completed by this date.
1 February — closing date for applications for prospective approval of training.
1 February — evaluation of training post forms (supervisor and trainee) due.
30 June — evaluation of training post forms (supervisor and trainee) due.
30 September — closing date for early applications for prospective approval of training.
30 September — projects due for full-time second and final year trainees.
30 September — project proposals due for first and second year trainees.

Number of trainees

There are currently 20 advanced trainees (as at 23 February 2012) in the sexual health medicine training program across Australia and New Zealand.

Costs of training (2014)

Application for entry into sexual health medicine training program $475
Application for approval of training (at completion of training) $2,400

Recommended courses

Doctors considering sexual health training may like to consider postgraduate qualifications or vocational training in the following areas:

- family planning
- public health
- obstetrics and gynaecology
- sexual assault (RANZCOG has an interactive module in the medical response to sexual assault).
- infectious disease
- graduate certificate/diploma/masters in STD/HIV, sexual health, reproductive medicine, public health and community medicine
- TAFE courses (eg, adult education, or workplace training and assessment)
- Family Planning Australia’s National Certificate in Sexual and Reproductive Health
- RANZCOG’s Diploma or Advanced Diploma in Obstetrics and Gynaecology.

Useful links

Sport and exercise medicine

The demand for doctors with specialist expertise in sport and exercise medicine is evident in emergency departments, general practices and physiotherapy clinics nationwide. Specialist training is ideal for those with a passionate interest in physical activity in all its forms, from elite athletes through to the general population. Musculoskeletal medicine and sporting injury is only a component of sport and exercise medicine. Being non-procedural, sport and exercise medicine is concerned with the interrelationship between a wide range of medical conditions and physical activity at all levels. It is a totally independent discipline that has no common training with orthopaedic surgery, general practice or general physician training.

Training

The Australasian College of Sports Physicians Fellowship Training Program is a four-year full-time clinical program which includes supervised training in private practices or private/semi-private institutions. All trainees attend a weekly tutorial program throughout their training and many incorporate other activities such as graduate diplomas, masters degrees or overseas placements within their programs.

How to apply

Potential trainees need to apply directly to the Australasian College of Sports Physicians (ACSP). Entry involves an interview and various prerequisites.

Admission requirements

To apply for the Fellowship Training Program, you need to be unconditionally medically registered, be a permanent resident of Australia or New Zealand and have completed the equivalent of at least three years postgraduate general medical and surgical experience, with at least two of these years in full-time posts. You also have to successfully complete an entrance exam, ACSP Part 1 (basic medical sciences) which can be undertaken at any time after you complete your medical degree.

Intending applicants should demonstrate a commitment to a career in sports and exercise medicine. This could be in the form of providing team or event medical coverage, attendance at conferences or tutorials, completion of sports medicine courses or research involvement.

Trainees may spend a maximum of two years accredited training in one post.
Important dates
Closing date for application to the ACSP training program is 31 August.
The training year commences on the first Monday of February.

Number of trainees
Sport and exercise medicine is a rapidly growing specialty with over 160 active Fellows worldwide. The College’s intake varies from year to year. In recent years 10 to 12 new trainees have been selected to train in Australia and New Zealand accredited training posts. The College has also from 2013, received government funding for training posts under the Specialist Training Program.

Costs of training (2014)
The costs of applications to sit the Part 1 examination and other training costs are on the College’s website <www.acsp.org.au>.

Average salary
Regarding average salary, intending registrars should note that this is a self-funding program. People see and bill their own patients in private practice. A varying percentage will then go to the practice administration and so on. There is no guaranteed minimum income, but it can (cautiously) be considered to be similar to that of an equivalent year hospital-based trainee.

Recommended courses
All prospective trainees are strongly encouraged to familiarise themselves with the curriculum, syllabus and other training requirements outlined in the College manual, which can be found on the ACSP website, before contacting the College. This is the first and best way to prove you are enthusiastic and self-directed. Applicants with a level of professional involvement in an area of the sport and exercise medicine field such as sport and exercise medicine clinical work, team or event coverage, research, attendance at sport and exercise medicine educational meetings, postgraduate qualifications and membership of relevant organisations will be viewed favourably. To enhance your chances of selection, organise to sit in with fellows (after contacting the College).

Further information can be obtained on the ACSP website <www.acsp.org.au> or contacting the National Office which is based in Melbourne, 03 68352 4443, office@acsp.org.au
Surgical training

Surgery might be something you’ve always dreamed about or just something that you came to realise you enjoy during your years as a JMO. Either way, it is a broad, exciting specialty which, despite its reputation, is becoming more manageable every year. Note that the application process is likely to change annually. Check the <surgeons.org> website each November for up to date information.

Training
The Royal Australasian College of Surgeons (RACS) is responsible for training in nine surgical specialties via the Surgical Education and Training (SET) program. Trainees are selected directly into one of the nine SET programs:

1. Cardiothoracic surgery
2. General surgery
3. Neurosurgery
4. Orthopaedic surgery
5. Otolaryngology head and neck surgery
6. Paediatric surgery
7. Plastic and reconstructive surgery
8. Urology

How to apply
You can apply for the SET program in any of the nine specialties during PGY2, with the earliest successful entry at the beginning of PGY3. Many trainees do not get onto SET until PGY 4 or 5 (this varies with the specialty.)

The first step in the application process for SET training is to register with RACS. Applications open in early January and close in mid-February, so make sure you check the dates early. A registration form needs to be completed and sent to the college via the college website before the annual deadline.

Once you have registered for selection and have been confirmed as satisfying the generic eligibility criteria, you may lodge an application for one of the nine subspecialties. The application is an online form which is found on the college’s website or on the specialty’s website.
Admission requirements
All candidates wishing to apply to the SET program in any of the surgical specialties must fulfil the generic eligibility criteria:

- Permanent residency or citizenship of Australia or New Zealand at the time of registration.
- General (unconditional) medical registration in Australia or general scope or restricted general scope registration in the relevant specialty in New Zealand.

Selection to all of the surgery specialties is based on three criteria: interview, reference checks and curriculum vitae. The weighting that each specialty gives to the criteria will vary, but will be close to 40% interview, 40% reference checks, and 20% curriculum vitae.

Referees should be selected carefully, and fully informed of all stages of your progress. Most specialties will seek five references. You should approach a potential referee at the end of your term with them and keep them in touch with your progress. You should remind them of your intention to name them as a referee when you submit your registration in February.

The interview is a crucial part of the application process. Potential applicants should familiarise themselves with the interview structure and content, and begin preparing now.

Once you are accepted onto SET in July, you have 12 months to prepare for the Surgical Science Examination (SSE) in the following June. The SSE has a curriculum of anatomy, physiology, and pathology that exceeds what you have studied in your medical degree. You will be working harder than ever as a SET trainee. You should start preparing for the SSE well before you are accepted into SET.

Entry into surgery is very competitive; those interested in applying should familiarise themselves with the selection criteria and begin work towards improving their chances now.

Important dates
Applications for SET open in early January and close in mid-February. Applications to one of the nine subspecialties generally close in April.

Costs of training
Please see the RACS website for specific fee details. The total cost for all training, exams and other costs in surgery training will exceed $40,000.
Recommended courses

The following are courses expected to be completed during SET training. You may apply to these courses even before you are accepted onto the program:

- ASSET course — Australian and New Zealand Surgical Skills Education and Training
- CCrISP course — Care of the Critically Ill Surgical Patient
- EMST course — Early Management of Severe Trauma
- CLEAR course — Critical Literature Evaluation and Research.

There are often long waiting lists to complete these courses (sometimes up to two years), so put your name down early. There are overseas courses which can be substituted for some of these courses, and often have shorter waiting times. Ensure the college will accept these overseas courses before you register.

Subspecialty prerequisites

Cardiothoracic surgery

Years: 6

Requirements:
- two surgical terms in one of the nine surgical subspecialties
- one cardiothoracic surgery term of 10 weeks.

Selection:
- structured online curriculum vitae (20%)
- structured referee reports (35%)
- semi-structured interview (45%).

General surgery

Years: 5

Requirements:
- one term in general surgery
- one term in any of the surgery subspecialties
- one term in critical care.

Selection:
- structured online curriculum vitae (20%)
- structured referee reports (40%)
- semi-structured interview (40%).
Neurosurgery
Years: 6
Requirements:
- one term in neurosurgery
- three other clinical terms (not including general practice or a relief term; the term supervisor will be required to be a referee).
Selection:
- structured online curriculum vitae (15%)
- structured referee reports (40%)
- semi-structured interview (45%).

Orthopaedic surgery
Years: 5
Requirements:
- one term in emergency medicine
- one term in critical care (intensive care unit, cardiothoracic unit, vascular unit, burns unit, transplant unit, spinal unit or neurosurgical unit)
- 26 weeks of orthopaedic surgery over two years at PGY3 or higher.
Selection:
- structured online curriculum vitae (20%)
- structured referee reports (40%)
- semi-structured interview (40%).

Otolaryngology head and neck surgery (ENT)
Years: 5
Requirements:
- two terms in any of the surgical subspecialties
- one term in emergency medicine
- one term in critical care (cardiothoracic, neurosurgical, burns, trauma or transplant, or other term approved by the Board).
Selection:
- structured online curriculum vitae (25%)
- structured referee reports (35%)
- semi-structured interview (40%)
Paediatric surgery
Years: 6
Requirements:
• three terms in any of the surgical subspecialties
• one term in paediatric surgery.
Selection:
• structured online curriculum vitae (25%)
• structured referee reports (30%)
• semi-structured interview (45%).

Plastic and reconstructive surgery
Years: 5
Requirements:
• One term in emergency or critical care (emergency department, intensive care unit or high dependency unit)
• One term in plastic and reconstructive surgery.
Selection:
• structured online curriculum vitae (20%)
• structured referee reports (35%)
• semi-structured interview (45%).

Urology
Years: 6
Requirements:
• one surgical term (at PGY2 level or higher)
• one term in emergency medicine
• one medical term (at PGY2 level or higher)
• one workshop or seminar of non-technical competency and one workshop of medical knowledge or technical competency
• presentation of a piece of research on a topic in or related to urology or self-initiated clinical attachment to a urologist.
Selection:
• structured online curriculum vitae (20%)
• structured referee reports (35%)
• semi-structured interview (45%).
Vascular surgery
Years: 5

Requirements:
- one surgical term (at PGY2 level or higher)
- one term in vascular surgery
- one term in general surgery.

Selection:
- structured online curriculum vitae (25%)
- structured referee reports (35%)
- semi-structured interview (40%).

Note: all applicants must meet the generic eligibility criteria and have registered with RACS before application to the subspecialties.
Other options

Sometimes you get caught up in the hustle and bustle of the hospital and the omnipresent pressure to always take the next step. Below is a selection of a few of the many different things that could shape a fantastic career apart from vocational training.

Masters degrees

Options for postgraduate study if you completed a degree before medicine are many and varied. Here we list some medically-related options.

Masters of Public Health

Lots of people do medicine with the hope of one day being able to use those skills to help those less advantaged in the developing world or even closer to home in Indigenous Australia. If you have an interest in population health, policy formulation and research, want to be genuinely competent with statistics and epidemiology and able to read critically, this is a great one-year introduction to the basics of public health.

Applicants are required to have completed a bachelor degree in a health-related discipline and to have at least two years of experience in a health-related field.

The program structure is made up of core work and electives which can be in areas such as reproductive, maternal and child health, indigenous health and tropical disease control. Most of the subjects involve essays and exams, and may include a group assignment.

This degree is often completed simultaneously with the PGY2 or PGY3 year and is offered in full-time, part-time and external modes. The time commitment is in your hands to some extent. Minimal face-to-face time is required. Most do the course in two semesters, with two subjects each semester. Many subjects require weekly contributions to discussion boards. Keeping up with these and group work is sometimes challenging when doing a particularly busy term with lots of overtime.

The benefits include challenging yourself in new ways like analysing statistics and writing essays. It may open the door to non-clinical jobs or training opportunities down the track, and both the content and research/statistical computer skills are certainly relevant to all areas of medicine.

The course is offered by many universities (including NSW, James Cook and Sydney), and each should be contacted individually for further information.
Masters of Surgery

A Masters of Surgery is much more than a way to bump up your CV in an attempt to get accepted onto a training program. Many JMOs get frustrated by the feeling that they are sacrificing their own education/teaching time to perform mundane ward jobs and ensure a timely departure from the hospital. A masters degree can provide an opportunity to keep the educational flame burning while providing an avenue for research (thesis/dissertation) and bolstering a CV for application to SET.

Different institutions offer the program in individual formats, but generally the course will involve a commitment of two years, or three to four years part-time. Primarily, the Masters of Surgery is a research degree in which students undertake supervised research leading to the production of a 80,000 word thesis. In addition, you can do coursework covering biostatistics, a laparoscopic abdominal anatomy course, vascular and imaging subjects, as well as ongoing work for the research dissertation.

You can apply at any time, though if you apply at the end of your internship you are required to sit an interview (as you are not on a training program) and can begin coursework at the start of the PGY3 year. How much you can do and how quickly depends on how much time you have and whether you are seconded for parts of the year.
The time commitment and workload can be overwhelming, especially when you’re working a busy day job with associated overtime/on-call. However, the tutors and coordinators are understanding of the unpredictable nature of our work and are accepting of late arrivals or missed classes if it’s not too regular an occurrence.

Master of Clinical Medicine (Leadership and Management)

The Master of Clinical Medicine (Leadership and Management) at the University of Newcastle is a two year part-time program designed specifically to:

- equip doctors with the high level skills required for leadership positions in hospitals
- provide a hospital-wide perspective on patient care
- train doctors to be effective communicators who can coordinate care across disciplines and bridge gaps that exist in hospital processes
- develop a deeper understanding of organisational culture, networks and infrastructure
- give doctors the skills to conduct research-based system redesign
- offer a postgraduate qualification directly relevant to leadership and management of hospital patient care.

Entry is open to doctors with at least three years full-time postgraduate medical experience who have a minimum one year continuous employment contract at 0.5 FTE level or above.

The program is accessible to candidates across NSW and beyond through a combination of delivery options including online, face-to-face and residential workshops. Support is provided to candidates at every stage through the appointment of a local academic supervisor.

For more information go to <www.heti.nsw.gov.au/courses/master-clinical-medicine>

Senior Resident Medical Officer (SRMO) year

Working as a senior RMO in an area of interest (eg, surgery, medicine, obstetrics and gynaecology, paediatrics, anaesthetics) can be a great way to have some insight into what it might be like to be a vocational trainee in a certain specialty. You can get a sense of the type of work you might be doing, the hours and level of commitment required and the sort of people you would be working with. Some training programs are so hard to get in to that an SRMO year is almost mandatory, but they can be a great way of dipping your toes before taking the plunge into a training program with more responsibility and the pressure of exams.
To find out about specific positions, the best thing to do is approach the networks directly or search for jobs on the NSW Ministry of Health website.

Learn to lead

HETI runs an inspiring leadership program that develops future clinician leaders in medical education and training, which is really two programs in one: LEAP for doctors in training and LEAD for senior doctors.

LEAD and LEAP are overseen by Dr Emma McCahon with support from a faculty including specialist doctors with an interest and/or qualifications in medical education and management. The faculty include corporate leaders, media experts, educators and practising clinicians.

The major component of the program is five face-to-face workshops — a total of ten days — over the course of the year, with the final workshop held in November.

Workshops are objective-driven, focusing on experiential learning through simulation group exercises, interactive lectures and feedback.

Skills learnt in the workshops are complemented and further developed by an ongoing program of projects completed in a syndicate group, self-directed and web-based training, a mentor program and practical leadership experience in the workplace.

To be eligible for LEAP you need to:

- be a prevocational or vocational trainee in NSW
- demonstrate interest and engagement in medical education and training
- have a leadership role in medical education, such as involvement in a committee or group that deals with medical education and training (eg, a training network committee, state training council or JMO liaison group)
- commit to attending the full program (10 workshop days).

The cost of training is $1500.

Information regarding LEAD and LEAP leadership development programs can be found online at: <www.heti.nsw.gov.au> or via email to <leadership@heti.nsw.gov.au>.

Applications generally close in December each year.
Locum — anywhere and everywhere!
Locum is another option for a break from the same-same of a hospital job or as a way to try a few new things in different locations before continuing with vocational training.

Last Minute Locums and Wavelength International are just two of many organisations who can help you find a placement that suits you.

Working in weird and wonderful environments is usually a good thing, but you need to make sure you know the details of your contract and to be registered and insured to work in those areas.

Go overseas
Whether it’s to work or not, a change is as good as a holiday. This might be a good time in your life and a natural pause in your career. Maybe taking a step back and reflecting on what parts of medicine you enjoy the most (can you remember?) will help direct you on the path ahead. What it comes down to is whether you think you would ever come back from (say) a year backpacking through South America and regret it — or whether it would confirm your passion for medicine and fill you with the energy needed to get through vocational training.

Other things to put on your To Do list:

- Update your medical indemnity cover, check if you’re paying for it, and if you’re still a member of multiple indemnity schemes.
- Keep your CV up to date.
- Start a log book for cases/procedural tasks.
- Think about courses on interview skills and CV writing.
- Join the Health Services Union, the Australian Medical Association and/or Australian Salaried Medical Officers Federation (ASMOF).
- Get on board with salary packaging.
- Keep your medical registration up to date.
- Sort out your tax.
- Get healthy — See your GP/dentist/ophthalmologist/physiotherapist regularly.
- And most importantly — rest and relax!
Useful links

HETI Resources and publications — www.heti.nsw.gov.au

Some of the useful resources on the HETI website:

- information about the Prevocational Training Council (PvTC) and the JMO Forum
- links to HETI’s medical training networks: Basic Physician Training, Emergency Medicine, Hospital Skills, Medical Administration, Oncology, Paediatrics, Prevocational, Psychiatry, Radiology, Surgical Skills
- Trainee in Difficulty handbook
- The Superguide

Links to sites associated with medical education and training

- Agency for Clinical Innovation
  www.aci.health.nsw.gov.au
- Accreditation Council for Graduate Medical Education (US) (ACGME)
  www.acgme.org
- Ambulance Service of NSW (ASNSW)
  www.ambulance.nsw.gov.au
- Australian College of Rural and Remote Medicine
  www.acrrm.org.au
- Australian Curriculum Framework for Junior Doctors,
  www.cpmec.org.au/Page/acfjd-project
- Australasian College for Emergency Medicine
  www.acem.org.au
- Australian Department of Health (DoH)
  www.health.gov.au
- Australasian Faculty of Public Health Medicine,
- Australasian Faculty of Rehabilitation Medicine
• Australasian Society for Career Medical Officers (ASCMO)
  www.ascmo.org.au
• Australian and New Zealand College of Anaesthetists (ANZCA)
  www.anzca.edu.au/
• Australian College of Health Service Management (ACHSE)
  www.achse.org.au
• Australian Council for Educational Research (ACER)
  www.acer.edu.au
• Australian Commission on Safety and Quality in Health Care (ACSQHC)
  www.safetyandquality.gov.au
• Australian Doctors Trained Overseas Association (ADTOA)
  www.adtoa.org
• Australian General Practice Training (AGPT/GPET)
  www.agpt.com.au
• Australian Healthcare and Hospitals Association (AHHA)
  www.Aushealthcare.com.au
• Australian Institute of Health and Welfare (AIHW)
  www.aihw.gov.au
• Australian Medical Council Limited (AMC)
  www.amc.org.au
• Australian Medical Students Association (AMSA)
  www.amsa.org.au
• Australia’s Health Workforce Online
• Australian Resource Centre for Hospital Innovations (ARCHI)
  www.archi.net.au
• Clinical Excellence Commission
  www.cec.health.nsw.gov.au
• Committee of Presidents of Medical Colleges (CPMC)
  www.cpmc.edu.au
• Confederation of Postgraduate Medical Education Councils (CPMEC)
  www.cpmec.org.au
• Emergency Care Institute
  www.ecinsw.com.au
• Health Professional and Medical Salaries (State) Award
• Justice Health
  www.justicehealth.nsw.gov.au
• MABEL-Medicine in Australia: Balancing Employment and Life
  https://mabel.org.au
• Medical Deans Australia and New Zealand
  www.medicaldeans.org.au
• Ministry of Health
  www.health.nsw.gov.au
• Royal Australasian College of Physicians (RACP)
  www.racp.edu.au
• Royal Australasian College of Surgeons (RACS)
  www.surgeons.org
• Royal Australian & New Zealand College of Obstetricians & Gynaecologists (RANZCOG)
  www.ranzcog.edu.au
• Royal Australian & New Zealand College of Ophthalmologists (RANZCO)
  www.ranzco.edu.au/
• Royal Australian & New Zealand College of Psychiatrists (RANZCP)
  www.ranzcp.org
• Royal Australian & New Zealand College of Radiologists (RANZCR)
  www.ranzcr.edu.au
• Royal Australian College of General Practitioners (RACGP)
  www.racgp.org.au
• Royal Australian College of Medical Administrators (RACMA)
  www.racma.edu.au
• Royal College of Pathologists of Australasia (RCPA)
  www.rcpa.edu.au/home.htm

Metropolitan NSW local health districts
• Central Coast — www.health.nsw.gov.au/cclhd

Rural and regional NSW local health districts
• Far West — www.fwlhd.health.nsw.gov.au
• Western NSW — www.wnswlhd.health.nsw.gov.au

Specialty networks

Sydney Children’s Hospital Network

St Vincent’s Health Network:
• St Vincent’s Hospital, Sacred Heart Hospice and St Joseph’s — www.health.nsw.gov.au/lhn

Other
• Vocational Preparation Handbook, Australian College of Remote and Rural Medicine
  www.acrrm.org.au/vocational-training

• Hunter Postgraduate Medical Institute (HPMI) Career Handbook:
  www.hpmi.org/site/index.cfm?display=34975

• CMO training information:
## First-year advanced vocational training positions/trainees by medical specialty and state/territory, 2013

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<th>Medical specialty</th>
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Notes to table

(a) trainees were included in ACEM total.
(b) Based on Dec 2011 data.
(c) ACT data were included in NSW figures.
(d) Total number of 1st year registrars across all states was 1,012 (including double counting of registrars).
(e) Excludes one trainee currently living abroad.
(f) Psychiatry number includes 71 trainees in subspeciality training.
(g) Total number of first year registrars across all states (excluding double counting of registrars and one registrar from overseas).

## Medical Board of Australia list of specialties, fields of specialty practice, and related specialist titles

Source: www.medicalboard.gov.au

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The Doctor’s GPS
is a companion to
The Doctor’s Compass: a survival guide for interns

Both books are available from HETI, in print and online.

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HETI and the JMO Forum have produced this guide for resident medical officers to help them make the move from prevocational training to the next stage of their medical career.