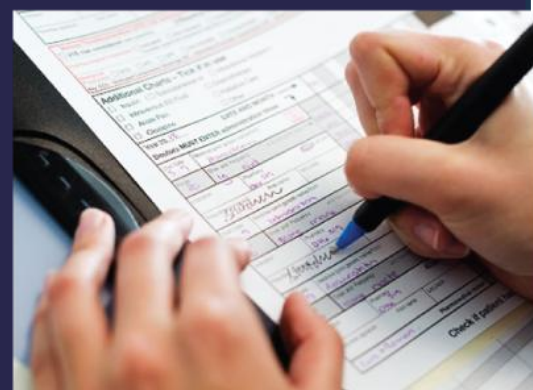




Written by the public hospital Centralised Intern Recruitment working group  
and private hospital representatives

Endorsed by the  
**AdPha WA Branch**



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***Disclaimer***

This Guide has been created as an aide to support students applying for WA public hospital pharmacy internship positions. Individuals reading this document should conduct their own research into each job application. The AdPha WA branch takes no responsibility for updating this document or for student's not receiving interviews for their job applications on the basis of this Guide. Always address the selection criteria for each individual job application.

*Last updated: April 2025*

## Table of Contents

<b>Hospital Pharmacy Internships.....</b>	<b>4</b>
<b>WA Public Hospital Pharmacy Internships .....</b>	<b>4</b>
<b>WA Health Public Hospitals .....</b>	<b>5</b>
1. North Metropolitan Health Service .....	5
2. South Metropolitan Health Service .....	9
3. East Metropolitan Health Service .....	13
4. Child and Adolescent Health Service .....	17
5. WA Country Health Service.....	19
<b>WA Private Hospitals.....</b>	<b>30</b>
Hollywood Hospital, St John of God Hospital Murdoch & St John of God Mt Lawley Hospital.....	30
Joondalup Hospital (Public and Private) .....	32
St John of God Hospital Midland (Public and Private) .....	33
St John of God Hospital Subiaco.....	34
Southwest Hospital Pharmacy.....	35
<b>How to Apply for a WA Public Hospital Pharmacy Internship.....</b>	<b>37</b>
Where advertised .....	37
Recruitment process.....	37
Hospital site allocations .....	38
Public hospital application requirements .....	38
<b>How to Apply for WA Private Hospital Pharmacy Internship.....</b>	<b>41</b>
<b>Other States and Territories.....</b>	<b>42</b>
<b>What AdPha can offer you! .....</b>	<b>43</b>

## Acknowledgements

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## Hospital Pharmacy Internships

Training of intern pharmacists who are provisionally registered with Ahpra may occur in the community pharmacy and hospital environments. Both public and private hospitals participate in training intern pharmacists.

In order to apply to Ahpra for general registration, all intern pharmacists are required to:

- complete a designated number of hours of supervised practice set by Ahpra during their internship
- demonstrate competence against the National Competency Standards at general registration entry level
- meet the requirements of the Intern Training Program administered by an approved provider
- demonstrate competence at the oral and written examinations

Further information about intern requirements can be found on the Ahpra website.

Information sessions about hospital pharmacy internships are offered at local WA universities for final year students and the AdPha WA Branch also offers an annual education evening discussing recruitment for public and private hospital pharmacy positions, including internships.

## WA Public Hospital Pharmacy Internships

Many WA public hospitals provide structured training programs for intern pharmacists to provide them with experience in dispensing, clinical pharmacy services, medicine supply and distribution. Some sites also have aseptic compounding and offer training to their interns in this specialty. Specific information is available about the intern training program offered at each hospital below.

Recruitment for intern pharmacist positions at public hospitals is done in a centralised manner, with all sites represented in the recruitment process. Applicants who are successful in the centralised recruitment process are offered intern positions in rank order which is determined by their performance at interview. Successful applicants may select from any site that is available at the time that they are offered a position and are encouraged to research the intern training program offered at each site to determine which sites suit their needs and aspirations.

A brief description of the intern training program offered at each site is available in this document as well as contact details to enable further questions to be asked if required. The typical number of internships offered at each site is listed, however there may be some variation each year.

## WA Health Public Hospitals

WA Health has 85 public hospitals spread across an area of 2.5 million square kilometres, including 7 tertiary, 8 secondary/specialist and 68 regional sites, providing world class free health care to our population of 2.5 million Australian citizens and permanent residents. Services provided at public hospitals may include emergency care, elective and emergency surgery, medical treatment, maternity services and rehabilitation programs.

Public hospital services are grouped into five Health Service Providers (HSPs), all reporting to the Director General of Health. Hospital locations and specialties are described in each Health Service Provider below.



### 1. North Metropolitan Health Service

The North Metropolitan Health Service (NMHS) provides a health service in the inner and northern Perth metropolitan area with a 1,000km<sup>2</sup> catchment area and a population of approximately 750,000.

Hospitals within this health service include:

Site and contact	Location	Description	# Internships
<b>Sir Charles Gairdner Hospital</b> Janine Long - Janine.long@health.wa.gov.au	Nedlands	Tertiary hospital	7
<b>Osborne Park Hospital</b> Nasima Esat – nasima.esat@health.wa.gov.au	Stirling	Specialist hospital	
<b>King Edward Memorial Hospital</b> Marcus Femia – Marcus.femia@health.wa.gov.au	Subiaco	Specialist hospital	2
<b>Graylands Hospital</b> Darren Schwartz – Darren.schwartz@health.wa.gov.au	Claremont	Specialist hospital	Rotation from other NMHS sites



## 1.1 Sir Charles Gairdner Osborne Park Health Care Group

The Sir Charles Gairdner Osborne Park Health Care Group (SCGOPHCG) is made up of Sir Charles Gairdner Hospital (SCGH) and Osborne Park Hospital (OPH). The organisation's motto is "we put patients first" and our values are "accountability, compassion, continuous learning and teamwork".

### Sir Charles Gairdner Hospital (SCGH)

SCGH is located at the Queen Elizabeth II Medical Centre, 4 kilometres from Perth's city centre. The hospital employs approximately 5500 staff members who treat over 420,000 every year. It comprises of over 600 beds and provides a comprehensive range of clinical services including trauma, emergency, critical care, orthopaedics, general medicine, general surgery, and cardiac care. It is home to the largest cancer treatment centre in the state, and is the state's principal hospital for neurosurgery, adult cystic fibrosis, and liver transplants. The Pharmacy Department aims to contribute towards a high standard of patient care by the provision of pharmaceutical services that compliment and support other hospital services.



[Sir Charles Gairdner Hospital \(health.wa.gov.au\)](http://health.wa.gov.au)

### Osborne Park Hospital (OPH)

OPH is in the suburb of Stirling and is conveniently located adjacent to the Mitchell Freeway, and close to the Stirling train station. It comprises of 205 beds, and the services are provided by specialities consisting of Rehabilitation and Aged Care Services, Young Adult Rehabilitation, Surgical Services, and Women's and Newborns Services. The hospital is undergoing expansion which includes new rehabilitation units.



[Osborne Park Hospital \(health.wa.gov.au\)](http://health.wa.gov.au)

### ***Highlights of the SCGOPHCG intern training program:***

- Work within a team of enthusiastic pharmacists and dedicated preceptors.
- Interns are rotated through various dispensaries and clinical areas working with specialist pharmacists at both SCGH and OPH sites.

- Exposure across a range of clinical specialties and clinical pharmacy roles including antimicrobial stewardship, TPN ordering, and pharmacist led outpatient clinics.
- Experience working in a multidisciplinary team to provide patient-centred care and promote quality use of medicines.
- Dispensary training to develop clinical knowledge and gain expertise at dispensing all types of prescriptions including PBS, S100, SAS and non-PBS medicines.
- Interns are rotated through Satellite dispensary to develop responsibility and management of the unit including experience in workflow management and inventory control.
- Rotations through Specialised Drug Supply dispensary to help gain an understanding of medication supply as part of clinical trials, and the Aseptic Services Unit to gain experience and an understanding of the principles of manufacturing including chemotherapeutic agents and IV additives.
- Opportunities for continued professional development through weekly intern tutorials and fortnightly departmental continuing education presentations.
- Clinical rotations to other NMHS sites including KEMH and Graylands Hospital.
- Interns are supported to undertake research and quality improvement projects as part of SCGOPHCG's commitment to quality improvement which they are encouraged to present at local or national conferences and research symposia.

## 1.2 King Edward Memorial Hospital

King Edward Memorial Hospital (KEMH) is a 300-bed specialist maternity and gynaecological hospital, including 100 neonatal cots in a state-of-the-art Special Care Nursery. Today more than 6000 births take place at the hospital every year and it is WA's principal referral centre for high-risk pregnancies. KEMH cares for approximately 5000 women with gynaecological conditions each year.



The KEMH Pharmacy department offers a wide range of services including general dispensing, clinical and aseptic services. Specialty areas include the neonatal intensive care unit, high risk obstetrics, gynaecology, gynaecological oncology, psychological medicine, urology, sexual health and clinical trials. The KEMH Pharmacy leads the state-wide Obstetric Medicines Information Service (OMIS) providing safety information for medicines use in pregnancy and breastfeeding.

[King Edward Memorial Hospital \(health.wa.gov.au\)](http://health.wa.gov.au)

### ***Highlights of the Intern Training Program:***

- Working in a supportive and enthusiastic team passionate about patient care and pharmacy services.
- Clinical rotations between obstetrics, gynaecology and neonatal services.
- Training and validation to work in an aseptic environment and be involved in the compounding of sterile medications.
- You will also work in the dispensary, being exposed to the outpatient clinic and logistic services.
- Interns receive training and participate in the provision of safety information through the Obstetric Medicines Information Service (OMIS).
- Rotation to other NMHS sites, including Sir Charles Gairdner Hospital, Graylands Hospital and Osborne Park Hospital.
- Further to education in the pharmacy department, additional training is offered to interns by other health professionals, including medical and nursing staff.
- Opportunities to participate in health promotion campaigns and initiatives for staff and patients.
- In the lead up to your examinations, preceptors run regular practice oral examination sessions.
- Continuous professional development is promoted and encouraged at KEMH, with interns completing a Drug Use Evaluation each year and presenting their results to the Medicines and Therapeutics Committee to bring about positive change in the hospital.
- Encouragement to present your work at a number of conferences, including the AdPha Medicines Management Conference and The Perinatal Society of Australia and New Zealand (PSANZ).

### **1.3 Graylands Hospital**

Graylands Hospital is a specialist mental health hospital located in Mt Claremont and is the only public standalone mental health teaching facility in WA. Pharmacy services are also provided to the Frankland Centre, SCGH Mental Health Unit and Selby Lodge.

[North Metropolitan Health Service - Graylands Hospital](#)

***Number of beds:*** 110





***Specialties offered:***

- Psychiatry
- Forensic psychiatry
- Older adult psychiatry

The NMHS MH Pharmacy Department is located on the Graylands campus and provides a clinical pharmacy service to inpatients, Mental Health Hospital in the Home and Community Mental Health Clinics. Pharmacy services also include outpatient dispensing, medication safety and audits, clinical drug trial coordination and community liaison. The pharmacy also provide the Statewide Psychotropic Medicines Information Service.

## 2. South Metropolitan Health Service

The South Metropolitan Health Service (SMHS) delivers hospital and health services within a catchment area stretching 3300 km<sup>2</sup> across the southern half of Perth to a population of approximately 670,000.

Hospitals within this health service include:

Site and contact	Location	Description	# internships
<b>Fiona Stanley Hospital</b>  Lynda Blogg - Lynda.blogg@health.wa.gov.au	Murdoch	Tertiary hospital	6
<b>Fremantle Hospital</b>  Kathryn Stevens - Kathryn.stevens@health.wa.gov.au  Shelley Ahmad - shelley.ahmad@health.wa.gov.au	Fremantle	Specialist hospital	1
<b>Rockingham General Hospital</b>  Geoff Ham – Geoffrey.Ham@heath.wa.gov.au	Rockingham	General hospital	1

## 2.1 Fiona Stanley Hospital

Fiona Stanley Hospital is the major tertiary site for South Metropolitan Health Service (SMHS), located in Murdoch in the south of Perth.

[Fiona Stanley Fremantle Hospitals Group](http://health.wa.gov.au)  
([health.wa.gov.au](http://health.wa.gov.au))

**Number of beds:** 783 beds

### ***Specialties offered:***

Tertiary level patient care is provided at FSH in acute medical, surgical and medical specialty services, State burns service, State rehabilitation service, State heart and lung transplant service, comprehensive cancer services, mental health, maternity, paediatric & neonatal services, intensive care and emergency services.

The pharmacy department provides a comprehensive service encompassing inpatient and outpatient dispensing, clinical pharmacy services to both inpatients and some outpatient specialties, investigational drugs, aseptic and non-aseptic compounding, state of the art drug distribution systems utilising automated technology and numerous quality activities including professional development and education opportunities, medicines information service, medication safety and antimicrobial stewardship programs. There is a strong focus on research and publication, with staff experienced in these areas available to provide mentorship and support.

FSH participates in the AdPha Resident Training Program, with several Resident Candidate positions as well as Registrar Candidate training opportunities supported by a clinical educator pharmacist.

FSH utilises a number of automation hardware and software systems to improve the safety of medication management, staff efficiency and enhance the governance of medication use in the hospital. These include three ROWA robots in the dispensary and stores areas, electronic controlled drug safes, MedStations and A-Stations for storage of medication in wards and procedural/theatre areas, use of smart-pump technology for intravenous infusions and electronic prescribing in the intensive care unit.

### ***Highlights of the intern training program include:***

- Interns will be rotated through all areas of pharmacy operational services, gaining practical experience in dispensary, compounding, investigational drugs and drug distribution.
- Clinical rotations and training with the medical, surgical and critical care teams, as well as opportunities with the cardiology and respiratory team. A number of observational experiences are also offered in specialist areas to broaden the intern experience.



- Opportunities to participate in a variety of continuing education forums, including a dedicated intern tutorial series tailored to assist interns translate their academic knowledge into practical application and assist in their preparation for the Ahpra oral exam.
- Participation in a research project, with support to present research outcomes at suitable local and/or national forums.
- Supportive training, competency assessment and feedback in various pharmacy practice areas. The opportunity to learn from pharmacists with a wide range of experience in a large department under the guidance of an experienced preceptor.

## 2.2 Fremantle Hospital

Fremantle Hospital is a specialist hospital focused on providing high-quality aged care, mental health, secondary rehabilitation, planned surgery with an emphasis on ophthalmology and hand surgery and specialist geriatric services.

Fiona Stanley Fremantle Hospitals Group  
([health.wa.gov.au](http://health.wa.gov.au))



**Number of beds:** 290 beds

### ***Specialties offered:***

The services offered at Fremantle Hospital include:

- Mental health – inpatient, hospital in the home and community mental health services for adults and older adults
- Ophthalmology
- Orthopaedic surgery
- Specialist hand surgery
- Elective surgery including Plastic, ENT, Gynaecological, Vascular surgery
- Elective endoscopic procedures
- Acute pain management
- Aged care (geriatric and rehabilitation services)
- General medicine – for inpatients and outpatients, endocrinology, including diabetes clinics
- Sexual Health

- Rehabilitation services – general and ortho-geriatric rehabilitation

***Highlights of the intern training program include:***

- Wonderful pharmacy team that is supportive of intern learning throughout dispensary, clinical and medication safety rotations.
- Several clinical rotations on acute surgical, general medicine and geriatric wards, with a speciality psychiatric clinical rotation. Focus on progression of clinical skills throughout rotations with opportunity to have own patient load by last clinical rotation. Opportunity to follow the AMS (Antimicrobial Stewardship) pharmacist on an AMS round.
- Structured dispensary training to gain thorough dispensary skills and knowledge. There is a focus on progression throughout dispensary rotations to prepare interns to be pharmacist ready by the end of the year.
- Weekly Intern CE led by experienced clinical pharmacists with a focus on preparing interns for their oral and written exams. This includes mock oral exam practice in the lead up to exams. Other CE opportunities including Clinical Pharmacist CE, FSFHG Medical Grand rounds, Clinical Foundations course, psychopharmacological tutorials.
- Project rotation where there is allocated time to participate in a research project within the hospital with support of an experienced pharmacist. There is hospital support to present research findings at local and national conferences.

## 2.3 Rockingham General Hospital

Rockingham General Hospital is a part of the Rockingham Peel Group which comprises two hospital campuses, Rockingham General Hospital (RGH) and Murray District Hospital (MDH), in addition to community and mental health services across Peel, Rockingham and Kwinana.



***Number of beds:*** 200 beds

***The services at RGH include:***

Emergency department, geriatric assessment unit, maintenance renal dialysis unit, obstetric services, oncology unit, paediatric service, psychiatric unit and rehabilitation unit.

### 3. East Metropolitan Health Service

The East Metropolitan Health Service (EMHS) delivers hospital and health services within a catchment area stretching 3647 km<sup>2</sup> across central and eastern Perth to a population of approximately 786,000.

Hospitals within this health service include:

Site and contact	Location	Description	# Internships
<b>Royal Perth Hospital</b> Raymond Abbott – Raymond.Abbott@health.wa.gov.au	Perth	Tertiary hospital	4
<b>Bentley Hospital</b> Vu Kha – Vu.Kha@health.wa.gov.au	Bentley	Specialist hospital	Rotation from RPH
<b>Armadale Kalamunda Group</b> Harry Ashton – Harry.Ashton@health.wa.gov.au	Armadale	General hospital	1

#### 3.1 Royal Perth Hospital

Royal Perth Hospital (RPH) is Perth's inner city, tertiary adult hospital. A short stroll from the city centre, you can enjoy all the city has to offer with a variety of cafes, restaurants, and shops to explore. RPH is known as Western Australia's longest-serving hospital, officially opening in 1855. Sections of the original hospital still exist, adding a historic quality to the surroundings. In 2016, Royal Perth Hospital and Bentley Health Service commenced an integration process and is now known as the Royal Perth Bentley Group.



[Royal Perth Hospital \(health.wa.gov.au\)](http://health.wa.gov.au)

**Number of Beds:** approx. 600 beds

**Specialties Offered:**

RPH is renowned for contributing to innovation and excellence in medical research and patient care. We have one of the busiest Emergency Departments in Australia and as home to the State Major Adult Trauma Service, manage the second biggest trauma workload in the country. RPH provides tertiary-level adult major trauma and emergency services, in addition to other speciality services, such as complex and elective surgery, critical care, highly specialised



surgical services, general medicine, tertiary mental health, and specialist medical services including haematology and oncology.

As a premier teaching hospital, RPH has a number of joint appointments with the universities and built a global reputation in research and innovation. We have hosted many significant medical breakthroughs and have an enviable global reputation that includes Nobel Prize-winning discoveries. Since 2023, RPH has also participated in the AdPha Residency Training Program.

The Pharmacy Department provides a comprehensive clinical pharmacy service to inpatients, dispensing services to inpatients and outpatients, medicines information, clinical trials, medication safety, and antimicrobial stewardship services. The brand-new Pharmacy Aseptic Compounding Unit will open in mid-2024 to contemporise delivery of aseptic and cytotoxic manufacturing services, in addition to non-sterile manufacturing. The team also benefits from custom applications to streamline and support delivery of pharmacy services, including the Clinical HandOver for Pharmacists Application (CHOPA). RPH was the first public hospital in Australia to provide electronic prescriptions, in June 2022, with work underway to further integrate this into our daily practice. Additionally, an Electronic Medication Management Solution (EMMs) was rolled out across EMHS in 2023 for the management of Controlled Substances, providing automated dispensing cabinets in high-risk clinical areas, and controlled substance management devices in the dispensaries.

***Highlights of the RPH intern training program:***

- Interns will be rotated through different sections of the Pharmacy Department; ensuring experience is gained in all aspects of hospital pharmacy practice.
- Comprehensive training will be provided in the areas of clinical pharmacy, dispensing (PBS, non-PBS, SAS, S100), aseptic, non-aseptic, and cytotoxic manufacturing. This is complemented by opportunities to work in or observe other areas, such as clinical trials, Hospital in the Home service, and more specialised clinical areas (including AMS, gastroenterology, ICU, palliative care).
- Completion of a 2-to-3-week rotation to Bentley Hospital, to gain further clinical pharmacy experience at a specialist hospital, building on foundation clinical skills developed during RPH ward rotations.
- Completion of a quality improvement project, with support from an experienced supervisor. Interns are encouraged to present suitable projects at relevant conferences and seminars, e.g. the AdPha Medicines Management Conference, and will have their project time rostered to align with timelines for abstract submissions.
- Provision of weekly continuing education tutorials, specific to the requirements of the intern year. In addition to weekly pharmacist continuing education presentations, and other departmental and hospital-wide professional development opportunities.

- Support leading up to the Ahpra oral examination, including provision of regular practice exam sessions.
- Interns will have the opportunity to work alongside experienced and passionate hospital pharmacists. Each intern will be allocated a mentor, to provide guidance and support throughout the year.
- Easy access to the hospital, with direct public transport via bus or train.

### 3.2 Bentley Health Service

Bentley Health Service (BHS) is part of the East Metropolitan Health Service and is a fully accredited public hospital located in Bentley, 10 kilometres from the Perth CBD and Royal Perth Hospital. BHS operates as a facility of the Royal Perth Bentley Group and provides specialist care in rehabilitation, surgical services, community child and adolescent health, aged care and mental health and offering specialist outpatient services and community health programs.



#### Bentley Health Service

**Number of Beds:** approx. 250 beds

#### **Specialities offered:**

- Psychiatry and Older adult psychiatry
- Youth Mental Health Services
- Outpatient Mental Health Clinic (Midland, City East and Mills Street Centre)
- Community Mental Health Outpatient Access Program
- Sub-Acute Rehabilitation Services
- Surgical Services
- Geriatric Medicine

#### **Services provided by Bentley health Service include:**

The BHS pharmacy department is located on the Bentley campus and provides a clinical pharmacy service to inpatients, Community Mental Health Clinics, outpatient dispensing, medication safety and audits, and community liaison pharmacy services.

**Highlights of the intern training program include:**

- As an intern pharmacist you will work with a team of clinical pharmacists. You will be rotated through the different areas of the pharmacy, with a strong focus on clinical pharmacy.
- Opportunity to be exposed to and work alongside clinical pharmacists in different areas of medicine such as geriatrics, mental health, surgical and rehabilitation.

### 3.3 Armadale Kalamunda Group

The Armadale Kalamunda Group (AKG) is part of the East Metropolitan Health Service (EMHS) and incorporates Armadale Health Service, Armadale Mental Health Service and Kalamunda Hospital.

Armadale Health Service

**Number of beds:**

- Armadale Health Service: 290 bed general hospital
- Armadale Mental Health Service: 41 inpatient beds, in addition to a number of outpatient clinics, providing care to adults and older adults.
- Kalamunda Hospital: 39 beds



**Specialties offered:**

Armadale Hospital offers a comprehensive range of specialty and sub-specialty services, including Emergency Medicine, Mental Health, Rehabilitation and Aged Care, General Surgery, Elective Surgical Specialties (ENT, Urology, Vascular, Plastics), Obstetrics and Gynaecology, Paediatrics, Neonates, Intensive Care, General Medicine and Renal Dialysis.

Kalamunda Hospital provides Specialist Palliative Care Services. It also has a Day Hospital and Day Procedure Unit.

**Highlights of the intern training program include:**

- Exposure to a number of clinical specialties (ward-based work), observing and learning from a range of clinical pharmacists. Under the supervision of the allocated pharmacist, the intern will have the opportunity to develop skills in history taking, performing medication reconciliation (on admission and discharge), clinical (chart) reviews, interpretation of laboratory results and other investigations, participation in multidisciplinary team reviews, discharge liaison, provision of drug information and patient counselling.

- The opportunity to help coordinate the running of the inpatient and outpatient dispensary. Under the supervision of the allocated pharmacist, the intern will develop skills in prescription/chart screening and review, dispensing (including via the specialised access scheme, Section 100 and possibly clinical trials), liaising with other members of the multidisciplinary team to resolve clinical issues, patient counselling and providing guidance and support to placement students.
- The opportunity to undertake a rotation to Kalamunda Hospital.
- Exposure to a Pharmacy stores rotation, where the intern will develop an understanding of pharmacy inventory systems, including imprest management, use of automated dispensing cabinets, preparation of kits and stock receipt.
- The opportunity to participate in the site's education program, both in the delivery and receipt of education. The intern will be actively involved in delivering education sessions to new junior medical officers. The intern has the opportunity to attend education sessions both within the department and hospital-wide (e.g. Grand Round).
- Opportunity to undertake projects and participation in events such as Medication Safety Week.
- Allocation of a dedicated clinical pharmacist preceptor, who can provide support and training tailored to the intern's needs.

## 4. Child and Adolescent Health Service

The Child and Adolescent Health Service (CAHS) provides a comprehensive service supporting the health, wellbeing, and development of young Western Australians. The Child and Adolescent Health Service encompasses, Neonatology, Child and Adolescent Community Health, Child and Adolescent Mental Health Services (CAMHS) and the dedicated paediatric hospital site at Perth Children's Hospital (PCH).

Site and contact	Location	Description	# Internships
<b>Perth Children's Hospital</b> Chantelle van Bronswijk – chantelle.vanbronswijk@health.wa.gov.au Louise McCauley – louise.mccauley@health.wa.gov.au	Subiaco	Specialist hospital	2

## 4.1 Perth Children's Hospital

Perth Children's Hospital (PCH) is a new 298 bed tertiary hospital opened in June 2018. It is WA's leading paediatric facility that treats children and adolescents aged 15 years and younger from around the state with approximately 250,000 patient visits (inpatient and outpatient) each year. PCH is part of the Child and Adolescent Health Service (CAHS). The PCH Pharmacy Department abides by the CAHS vision ensuring a commitment to the pursuit of healthier lives for children and young people. The PCH Pharmacy Department employs approximately 100 people, including 50 pharmacists' positions (as full time or part time work).



[PCH | Perth Children's Hospital \(health.wa.gov.au\)](http://health.wa.gov.au)

### ***Specialties Offered:***

Services include a neonatal intensive care unit, general paediatrics, surgery and trauma, oncology, psychiatry, adolescent and day stay facilities.

The Pharmacy aims to provide optimal patient care and safety by delivering global best practice pharmaceutical services, through professional leadership, evidence based research and the innovative use of technology. You will have a team of professional people to help you reach your goals as well as dedicated preceptors specifically allocated to you. PCH Pharmacy provides all the comprehensive services associated with a major tertiary hospital. Services delivered via the Main Pharmacy and Satellite Pharmacies include; clinical services, inpatient services, outpatient services, manufacturing services (sterile, non-sterile, cytotoxic), research services, distribution services, administrative services (e.g., Drug Information, SAS, PBS, Medication Safety, Antimicrobial Stewardship, Electronic Medicines Management, Staff Development and WA Hospitals Central Pharmaceutical Manufacturing Facility (Auspman).

### ***Highlights from the Intern Training Program:***

- You will be exposed to the latest workflows, initiatives and technologies throughout the Hospital. Our TGA registered Pharmaceutical Manufacturing facility will add unique skills and knowledge to your intern experience. Interns will be exposed to Pharmacy automation technology including the Whole Pack Robot, Unit Dose Robot, Controlled Substance Manager and Automated Drug Cabinets.
- Opportunity to experience a number of wards following clinical pharmacists including cardiology, renal, NICU, PICU, emergency, orthopaedics, neurology, oncology, respiratory, burns unit, mental health, pain rounds.
- Optimal learning environment involving intern tutorials, projects, journal clubs, continued education, training, support and career development.



## 5. WA Country Health Service

The WA Country Health Service (WACHS) is the largest country health service in Australia, covering more than 99% of the area of WA or 2.5 million square kilometres. WACHS is committed to providing a quality health care workforce and accessible health services to people that reside in or visit regional WA.

Across its 71 hospitals WACHS handles almost as many emergency presentations as hospitals in the metropolitan area combined and almost as many births as the State's major maternity hospital. There are a number of smaller health centres and nursing posts as well as Indigenous health, population health, mental health, palliative care, cancer treatment and aged care services.

WACHS consists of seven administrative regions listed in the table below, supported by a team of specialist staff based at the central office in Perth.

The pharmacy intern training program in WACHS is supported by a central Staff Development Pharmacist position and includes online weekly tutorials to support development of hospital pharmacy skills and preparation for the Ahpra oral examination.

For further general information about WACHS intern positions, please contact Melanie Utting (Melanie.Utting@health.wa.gov.au). Contacts for each Regional Chief Pharmacist are included in the table below.



Site and contact	Region	# Internships
<b>Albany Health Campus</b> Wendy Morton – wendy.morton@health.wa.gov.au	Great Southern	1
<b>Bunbury Health Campus</b> Naomi Lillywhite – naomi.lillywhite@health.wa.gov.au	Southwest	3
<b>Broome Health Campus</b> Roy Finnigan – roy.finnigan@health.wa.gov.au	Kimberley	1
<b>Geraldton Health Campus</b> Karen Yardley – karen.yardley@health.wa.gov.au	Midwest	1
<b>Hedland Health Campus</b> Rowena Ball – rowena.ball@health.wa.gov.au	Pilbara	1

<b>Kalgoorlie Health Campus</b> Shivon Singh – shivon.singh@health.wa.gov.au	Goldfields	1
<b>Northam Hospital</b> Melita Jensen – melita.jensen@health.wa.gov.au	Wheatbelt	1

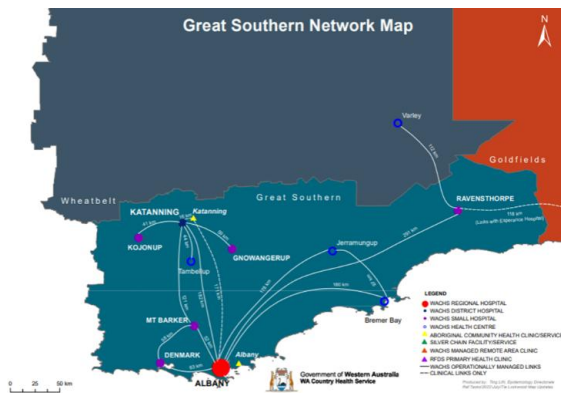
#### Our facilities



#### Our services



## 5.1 Albany Health Campus



Albany Health Campus (AHC) is the regional resource centre for WA's Great Southern region. The pharmacy department at AHC provides services across the region. The region is located on the south coast of WA, adjoining the Southern Ocean, where the coast extends for approximately 250km.

### WA Country Health Service - Great Southern

#### ***Specialties offered:***

Albany Health Campus offers a comprehensive range of specialty and subspecialty services including:

Aged Care, Cancer Services, General Medicine, General Surgery, Mental Health, Obstetrics & Gynaecology, Orthopaedics, Elective surgical services, Paediatrics & Neonatal, Renal Dialysis, Rehabilitation and Subacute Care, Specialist Palliative Care.

#### ***Highlights of the intern training program include:***

- Work with a growing team of clinical pharmacists and technical staff.
- Rotation through the different areas of the pharmacy department, experiencing all facets of hospital pharmacy practice.
- A strong focus on clinical pharmacy across a variety of clinical settings including acute and subacute inpatient and specialist outpatient services.
- The chance to visit regional sites across the Great Southern region and gain an understanding of the challenges faced in regional health.

## 5.2 Bunbury Regional Hospital



Bunbury Hospital is the largest hospital in the WA Country Health Service (WACHS) and is the major referral hospital for the South West land division, home to over 170,000 people. The main Pharmacy Department is based at Bunbury Hospital with a satellite pharmacy at Busselton Health Campus. The Pharmacy team provides services across the entire region. The South West region is located in close proximity to Perth and is one of the most beautiful rural coastal locations in Australia, surrounded by perfect beaches, world-class wineries and spectacular landscapes.

### WA Country Health Service – South West

#### **Major Sites and Number of beds:**

- Bunbury Regional Hospital: 190
- Busselton Health Campus: 58
- Total region beds: 454

#### **Small Southwest hospitals:**

- Augusta, Boyup-Brook, Bridgetown, Collie, Donnybrook, Harvey, Manjimup, Margaret River, Nannup, Pemberton, Northcliffe (nursing post)

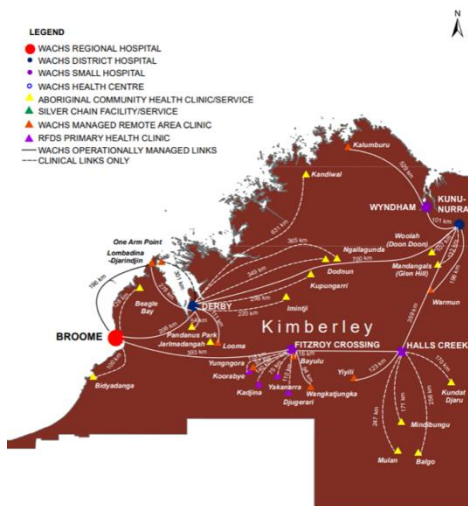
#### **Specialties offered:**

The South West offers a comprehensive range of specialty and subspecialty services including: Aged Care, Emergency Medicine, General Medicine, General Surgery, Intensive Care, Mental Health, Obstetrics & Gynaecology, Orthopaedics, Paediatrics, Rehabilitation and Subacute Care and Specialist Palliative Care.

**Highlights of the intern training program include:**

- Highly motivated team, from a mix of backgrounds and experiences offering a supportive and friendly environment.
- Mentoring by experienced clinical pharmacists with a dedicated Staff Development Pharmacist as the intern preceptor.
- Broad variety of clinical settings including specialist services.
- Rural locations requiring pharmacist support for medication information and clinical pharmacy services.
- Medication supply logistics to sites throughout the region.
- Option to share time between Bunbury and Busselton teams, and visit other sites.
- Learning and development opportunities, including weekly tutorials run centrally with the WACHS staff development team.
- An excellent work/life balance.

## 5.3 Broome Regional Hospital



Broome Regional Hospital is the largest hospital in the Kimberley region of WA, located almost equidistant from Perth and Darwin in the Northern Territory. It has 24 general beds for medical and surgical patients, a 4 bed High Dependency Unit, 8 bed Paediatric unit, 8 bed Maternity unit and a 13 bed mental health unit which cares for patients from both the Pilbara and Kimberley regions.

WA Country Health Service - Kimberley



### ***Specialties offered:***

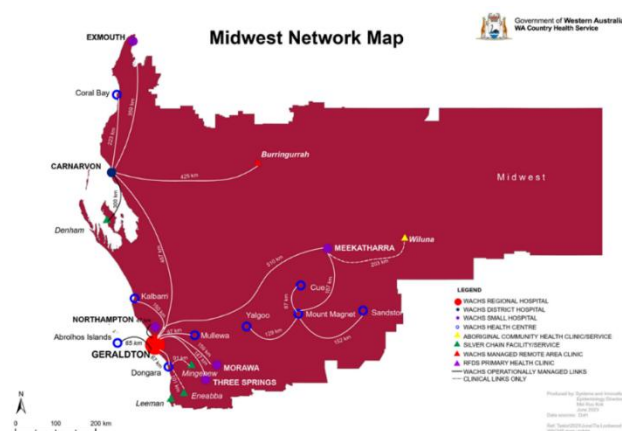
Broome Hospital offers a comprehensive range of specialty and subspecialty services including:

Rural/Remote Medicine, Antimicrobial Stewardship, Cancer Services, General Medicine, General Surgery, Mental Health, Obstetrics & Gynaecology, Elective surgical services, Paediatrics & Neonatal, Renal Dialysis, Specialist Palliative Care.

### ***Highlights of the intern training program include:***

- The intern will gain experience in imprest management, receipt and dispatch of medicines, dispensing of discharge and outpatient prescriptions and the provision of clinical pharmacy services to inpatients, including medication reconciliation and clinical review.
- The intern working at Broome Hospital can expect to gain a thorough understanding of issues relating to pharmacy services in a remote setting, including complexity of medicine delivery including Remote Area Aboriginal Health Service (RAAHS) pharmacy supplies, weather related disruption and exposure to management of clinical conditions uncommon in urban areas.

## **5.4 Geraldton Regional Hospital**



The Midwest health region of Western Australia covers more than 605,000 square kilometres, approximately one quarter of the total land mass of WA, and services a population over 64,000 concentrated along the coast. The region is located in the northern central area of Western Australia and incorporates three health districts - Gascoyne, Geraldton, Midwest and Murchison.

### WA Country Health Service - Midwest

### ***Specialties offered:***

The Geraldton Health Campus is the regional health campus for the Midwest region and includes the Geraldton Hospital. Services provided at the Geraldton Health Campus include:

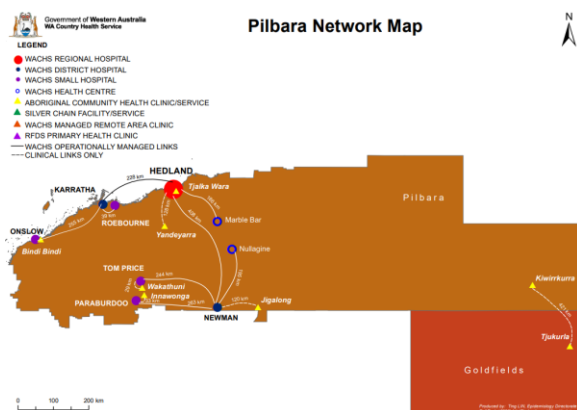
Inpatient and outpatient services, 24-hour Emergency Department, maternity and newborn services, surgical services, general medicine services, rehabilitation services, renal dialysis, medical specialist services, medical imaging, high dependency unit, paediatrics, palliative care services, specialist telehealth, comprehensive cancer care including Midwest Cancer Centre, day surgery, community health, allied health, aged and community care, mental health

In Geraldton, it is all about the lifestyle! It's what brings people to Geraldton and what makes them stay. With a beautiful Mediterranean climate, the sun shines almost all the time. In winter the temperature averages around 20°C and 33°C in summer. It makes for the perfect beach lifestyle and Geraldton's stunning coastline attracts people from all over the world. Whether it is water sports, a spot of fishing, saying hello to our friendly Sea Lions or just to relax – our beaches are world-class.

### ***Highlights of the intern training program:***

- Work with a supportive team of experienced and welcoming regional pharmacists
- Experience across a variety of clinical settings and specialty services
- Gain an understanding of challenges faced by regional sites and patients
- Experience in medication supply logistics and cold chain transport
- Travel to regional sites within the Midwest region, including remote communities
- Enjoy the benefits of living in close proximity to highly desired tourist destinations including Coral Bay, Exmouth and Monkey Mia

## **5.5 Hedland Health Campus**



Hedland Health Campus (HHC) is the regional resource centre for the state's Pilbara region. The pharmacy department provides medication and clinical pharmacy services across the vast 500,000km<sup>2</sup> region, covering 9 WACHS facilities in total. The Pilbara region is in the north-west of WA, with both the Hedland Health Campus and Karratha Health Campus located on the

coast. Karratha provides pharmacy services to the 'West District' sites Onslow and Roebourne and provides Cancer Services for the region. While the mining industry is a predominate feature; the rich history, culture and landscape makes for an incredibly unique and diverse community. Home to Karijini, Millstream National Park, the Dampier Archipelago and more watering holes than you can count, there are endless opportunities for exploring nature, away from the hustle and bustle of the city.

#### WA Country Health Service – Pilbara

##### ***Specialties offered:***

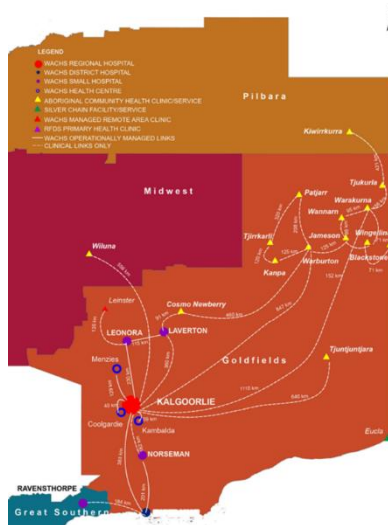
The Pilbara offers a comprehensive range of specialty and subspecialty services including:

Aged Care (HHC), Cancer Services (KHC), Emergency, General Medicine, General Surgery, Mental Health, Obstetrics & Gynaecology, Paediatric, Renal Dialysis (HHC), Ambulatory Care and other visiting specialties.

##### ***Highlights of the intern training program include:***

- Support from a welcoming and motivated team
- Experience across a variety of clinical settings and specialty services
- Gain an understanding of challenges faced by regional sites and patients
- Experience in medication supply logistics and cold chain transport
- Option to share time between Hedland and Karratha Health Campus, and visit other sites
- Option to spend time at local community pharmacies for OTC experience
- Substantial learning opportunities and career development
- An excellent work/life balance with plenty of travel opportunities

## 5.6 Kalgoorlie Hospital



Kalgoorlie Health Campus is the Regional Resource Centre (RRC) for the Goldfields Region of the Western Australian Country Health Service and services 15 centres across the Goldfields including Esperance, Leonora, Laverton and Norseman. The city of Kalgoorlie-Boulder is located 590km east of Perth and 400km north of the excellent beaches at Esperance. Mining is the predominant industry in the central and northern parts of the Goldfields, and agriculture and aquaculture feature towards the south coast. The cyclical nature of the mining industry means that the population varies between 30,000 and 35,000 and the catchment population is more than 60,000.

### ***Specialties offered:***

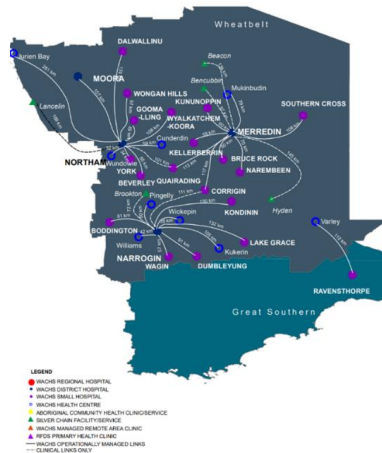
Kalgoorlie Health Campus is the major referral health service within the region, providing a range of inpatient and outpatient services including a 24-hour emergency service, medical, surgical, maternity, paediatric and oncology services in addition medical imaging, pathology, dialysis, physiotherapy, ambulatory care and breast screening in a 100 bed hospital.

### WA Country Health Service - Goldfields

### ***Highlights of the intern training program include:***

- Experience across a variety of clinical settings and specialty services.
- Gain an understanding of challenges faced by regional sites and patients.
- Experience in medication supply logistics and cold chain transport.
- Interns will have the opportunity to rotate through to Esperance Hospital and Wiluna Aboriginal Medical Services.

## 5.7 Northam Hospital



The Wheatbelt Region covers 154,000 Km<sup>2</sup> of Noongar country from the coast north of Perth to the western boundary of the Goldfields and south from the Darling Scarp to the northern boundary of the Great Southern Region. The Wheatbelt is the third most populous region in Western Australia with over 200 communities spread across a diverse landscape with a rich pioneering history. Attractions include iconic rock formations, acres of wildflowers and historic townsites. WACHS Wheatbelt health is divided into three operational districts – Eastern, Western and Southern. Northam Health Service is located approximately 98 kms from Perth and is the major hub site of the Western Wheatbelt district. Other major hospitals are located in Narrogin, Merredin and Moora. Wheatbelt has two pharmacy departments, located in Northam and Narrogin, which provide medication distribution and clinical pharmacy services across the region.

### WA Country Health Service - Wheatbelt

#### ***Specialties offered:***

The Wheatbelt offers a comprehensive range of specialty and subspecialty services including:

Aged Care, Cancer Services, Emergency, General Medicine, General Surgery, Mental Health, Obstetrics & Gynaecology, Elective Surgical services, Renal Dialysis, Rehabilitation and Subacute Care, Specialist Palliative Care.

#### ***Highlights of the intern training program include:***

- Broad variety of clinical settings including specialist services and utilising telehealth services.
- Rural and remote locations requiring pharmacist support for medication information and clinical pharmacy services.
- Medication supply logistics to 35 sites throughout the region.



- Option to share time between Narrogin and Northam, and visit other sites throughout the region.
- Learning and development opportunities.
- Career development incorporating emergency medicine, acute care and aged care settings.
- Relaxed rural lifestyle balanced with close proximity to Perth.

## WA Private Hospitals

Private hospitals engage a contracted private provider to provide pharmacy services, with the exception of St John of God Subiaco Hospital where the hospital directly employs the pharmacy staff. Some private hospital pharmacies also have an attached community pharmacy which provides pharmacy services to the public by dispensing scripts and selling over-the-counter medications.

Pharmacy internships in private hospitals must meet the same national requirements and offer a structured training program for their intern pharmacists. Pharmacy internships at private hospital pharmacy departments are advertised on employment websites such as Seek and Indeed.

Applicants interested in undertaking an internship at a private hospital are advised to seek information about their training program by contacting the pharmacy site team directly.

- Hollywood Hospital
- St John of God Hospital, Murdoch
- St John of God Mt Lawley Hospital
- Joondalup Hospital (public & private beds)
- St John of God Midland (public & private beds)
- The Mount Hospital
- St John of God Hospital, Subiaco
- St John of God Hospital, Geraldton
- Southwest Hospital, Bunbury

## Hollywood Hospital, St John of God Hospital Murdoch & St John of God Mt Lawley Hospital

Icon Group – Australia’s largest dedicated private cancer care provider – operates a national network of 74 Slade and Epic pharmacies across Australia that specialise in hospital and oncology pharmacy services. From regional to metropolitan sites, our 1,200 strong team has experience in both public and private hospitals that range from 31 to 900 beds.

We offer partner hospitals best practice in medication supply and clinical pharmacy services, combined with a deep knowledge of pharmacy governance and quality management practices.

Icon Group supports partner hospitals in a flexible way to meet the needs of each service. This includes inpatient and discharge dispensing, cost-effective imprest management, best market pricing for pharmaceuticals, on-site compounding, clinical trials, innovative digital ehealth applications, clinical pharmacy services, and accreditation support.

Slade Pharmacy is part of Icon Group. Founded nearly 60 years ago, Slade is Australia's national market leader in hospital pharmacy services, offering medicine management services to over 30 hospitals in the private hospital and oncology sectors.

Our internship program is designed to develop your career and advance your clinical knowledge through comprehensive training and development opportunities across a range of practice settings. Our program helps you to decide which areas of pharmacy interest you by providing rotations through oncology, clinical and dispensary services.

***Highlights of the intern training program include:***

- Working across all areas of private hospital settings including exposure to Icon Cancer Centre
- Opportunity to rotate across all WA Slade Pharmacy sites
- Exposure to chemotherapy compounding and ordering processes
- Networking opportunities with interns across Slade Pharmacy network
- National and international work opportunities post-internship
- Project and conference submission support via a centralised Quality and Medication Safety Unit

In Western Australia, Icon Group internship positions are available at Slade Pharmacy sites (formerly Epic Pharmacy) located within Hollywood Private Hospital, St John of God Hospital, Murdoch and St John of God Mt Lawley Hospital.

Site and contact	Location	Description	# Internships
<b>Hollywood Private Hospital</b> Jodie Lyons   P 08 9389 3500 E jodie.lyons@icon.team	Hollywood	Tertiary hospital 950 beds	1-2
<b>St John of God Mt Lawley Hospital</b> John Forster   P 08 9370 9882 E john.forster@sladepharmacy.com.au	Mount Lawley	Specialist hospital	1
<b>St John of God Hospital, Murdoch</b> Richard Grainger   P 08 9310 0777 E richard.grainger@sladepharmacy.com.au	Murdoch	Specialist hospital 560 beds	1

## Joondalup Hospital (Public and Private)

### **Introduction**

Joondalup Health Campus is a large co-located hospital (public and private beds) in the northern corridor comprising approximately 650 beds. The pharmacy services are provided by a private contractor, HPS Pharmacy.



The pharmacy service includes inpatient and outpatient dispensing services using robot technology, aseptic (including chemotherapy) and non-aseptic compounding services, clinical pharmacy services supported by HPS' innovative proprietary mobile application ClinPod®, comprehensive community pharmacy services, and quality initiatives including medication safety and antimicrobial stewardship activities.

**Number of beds:** 650

**Number of internships usually offered:** One position

### **Highlights from the intern training program:**

- Work with a team of enthusiastic pharmacists and technicians and have a dedicated preceptor
- Training in all aspects of pharmacy, including rotations in clinical pharmacy, dispensary services, community pharmacy and aseptic compounding services
- Gain knowledge and experience of the Pharmaceutical Benefits Scheme, SAS and private prescriptions
- Complete a project and contribute to the department's Continuing Education meetings

[www.hps.com.au](http://www.hps.com.au)

### **Contacts:**

Atefeh Eshghabadi (08) 9400 9900

E [atefeh.eshghabadi@hps.com.au](mailto:atefeh.eshghabadi@hps.com.au)

## St John of God Hospital Midland (Public and Private)

### ***Introduction:***

St John of God Midland Public and Private Hospitals are transforming public and private health care for Perth's east metropolitan and Wheatbelt regions.

With a wide range of clinical services across a wide spectrum of ambulatory, emergency, acute and sub-acute care, the hospitals are well placed to meet the health needs of this region for many years to come.



St John of God Midland Public & Private Hospitals' pharmacy services are provided on-site by HPS Pharmacies. The pharmacy service includes inpatient and outpatient dispensing services using robot technology, aseptic (including chemotherapy) and non-aseptic compounding services, clinical pharmacy services supported by HPS' innovative proprietary mobile application ClinPod®, comprehensive community pharmacy services, and quality initiatives including medication safety and antimicrobial stewardship activities.

***Number of beds:*** 367 beds (307 public and 60 private).

### ***Specialties offered :***

- Intensive care and coronary care
- Enhanced cardiology services
- Emergency department
- Oncology outpatient service
- Stroke and rehabilitation services
- Mental Health services
- General surgery
- General medicine
- Paediatrics, obstetrics and neonatology
- Geriatrics and aged care

***Number of internships usually offered:*** One position

### ***Highlights from the intern training program:***

- Work with a team of enthusiastic pharmacists and technicians and have a dedicated preceptor



- Training in all aspects of pharmacy, including rotations in clinical pharmacy, dispensary services, community pharmacy and aseptic compounding services
- Gain knowledge and experience of the Pharmaceutical Benefits Scheme, SAS and private prescriptions
- Complete a project and contribute to the department's Continuing Education meetings

**Websites:**

<http://www.hps.com.au>

<https://www.sjog.org.au/our-locations/st-john-of-god-midland-public-hospital-1/>

<https://www.sjog.org.au/our-locations/st-john-of-god-midland-private-hospital>

**Contact:**

Caren Baayens, Director of Pharmacy (email: [Caren.baayens@hpspharmacies.com.au](mailto:Caren.baayens@hpspharmacies.com.au))

## St John of God Hospital Subiaco

**Introduction:**

St John of God Subiaco Hospital is a leading Australian private hospital located in the heart of Subiaco. The Pharmacy Department is owned by the Hospital, and the pharmacy caregivers are employees of the Hospital. This is different to other private hospitals in Western Australia where the pharmacy is privately owned.



The Pharmacy Department provides a comprehensive range of services to the Hospital including clinical pharmacy services, an investigational drug service, inpatient dispensing, imprest supply, aseptic compounding and oncology compounding.

**Number of beds:** 578

**Specialties offered:**

St John of God Subiaco Hospital provides a comprehensive range of clinical services, which include coronary care unit, intensive care unit, paediatric unit, neonatal intensive care unit, cancer treatment services, palliative care, obstetrics and elective surgery. It also has 20 theatres, four endoscopy suites, and two cardiac and interventional laboratories.

**Number of internships offered:** 3 positions

**Highlights of the internship include:**

- Training and rotation through all pharmacy areas, including dispensary, clinical service, stock management and control, medication governance and aseptic compounding and chemotherapy compounding. This ensures experience is gained in all aspects of hospital practice.
- Opportunity to learn and develop clinical skills across a broad scope of practice eventuating in independently performing pre-admission clinical functions and patient assessments in readiness for post registration practice.
- Supportive learning environment whilst being a productive member of the service delivery team.
- Opportunities are provided to enable interns to give presentations to both pharmacy and other hospital caregivers and to participate in quality improvement and research projects.
- The intern training program provided at St John of God Subiaco has been extremely successful in ensuring that the interns are highly skilled in hospital pharmacy practise when they register as practising pharmacists and has a strong record of retaining interns as employed pharmacists post-registration.

<https://www.sjog.org.au/our-locations/st-john-of-god-subiac-hospital>

**Contacts:**

Contact the Pharmacy Department on (08) 9382 6324

Peter Smart - Chief Pharmacist [peter.smart@sjog.org.au](mailto:peter.smart@sjog.org.au)

Katie Jodrell- Staff Development Pharmacist [katie.jodrell@sjog.org.au](mailto:katie.jodrell@sjog.org.au)

## Southwest Hospital Pharmacy

**Introduction**

St John of God Bunbury Hospital is a leading provider of health care in the south-west of Western Australia, located less than 2 hours drive from Perth. The hospital is co-located with the public Bunbury Hospital, collectively forming the Southwest Health Campus. Pharmacy services to St John of God Bunbury Hospital are provided by a private contractor, Southwest Hospital Pharmacy.



**Number of beds:** 145

**Specialties offered:**

St John of God Bunbury Hospital provides a range of clinical services including acute medical, surgical, oncology, palliative care, renal dialysis, allied health and a range of community-based services. The hospital provides private services as well as public services under contracts with WA Country Health Service.

**Number of internships usually offered:** One position

**Highlights from the intern training program:**

Interns will complete a well-rounded year and be exceptionally well prepared for their registration examinations. The pharmacy has a strong focus on utilising technology to deliver pharmacy services.

- Training and rotation through all pharmacy areas, including dispensary, clinical service, aseptic compounding and chemotherapy compounding. Almost half of your training will be in the aseptic unit and interns will graduate with a strong aseptic compounding and clinical skills set.
- Continuous exposure to community front-of-shop pharmacy environment providing ongoing exposure to OTC and primary health.
- Exposure to the pharmacist-led vaccination service.
- Experience in the management of imprest and S8/S4R supply to ward areas.
- A high pharmacist staffing ratio, providing strong opportunities for mentorship.
- Support leading up to the oral examinations.

[www.swhpharmacy.com.au](http://www.swhpharmacy.com.au)

**Contacts:**

Leah Webb, Co-Director of Pharmacy ([leah.webb@swpharmacy.com.au](mailto:leah.webb@swpharmacy.com.au))

Travis Bailey, Co-Director of Pharmacy ([travis.bailey@swpharmacy.com.au](mailto:travis.bailey@swpharmacy.com.au))

# How to Apply for a WA Public Hospital Pharmacy Internship

## Where advertised

All public hospital recruitment is managed by an online recruitment process which applicants can access via the websites [www.jobs.wa.gov.au](http://www.jobs.wa.gov.au) or [www.jobs.health.wa.gov.au](http://www.jobs.health.wa.gov.au). Online application ensures safe receipt of your application and the ability to track your progress during the recruitment process. Job applications emailed directly to individuals cannot be accepted.

Prospective applicants can create an online profile and set up an alert notification using relevant keywords to ensure they are notified by email when relevant positions are notified. Emails generated by the WA Health recruitment system have in the past been delivered to spam or junk mailboxes. It is recommended you regularly review your spam and junk mailboxes so that important emails are not overlooked.

It is important to pay careful attention to the closing date as late applications can only be accepted in the event of proven ICT failure. The closing date is typically two to three weeks from the initial advertising date.

The centralised Intern Recruitment advert is usually posted in April/May each year for internships commencing the following calendar year.

## Recruitment process

The recruitment process includes advertising the vacancy, shortlisting applicants, interview/assessment, conducting referee checks, undertaking employment screening (criminal record check, integrity check and employment health assessment) and offering the position to the successful applicant(s).



WA public hospitals conduct their intern recruitment process as a centralised recruitment pool, performing the shortlisting process and interviews collectively through a single process. This means there is only one opportunity for applicants to submit an application and potentially be interviewed for consideration of placement at all public hospital sites.

Interviewed applicants are ranked based on performance throughout the recruitment process and offers are made to applicants in rank order. Intern placements are offered to successful applicants in order of ranking, with applicants able to select their hospital site from any that are

remaining at the time they receive an offer. Further details on placement offers are communicated to applicants who are shortlisted for interview.

## Hospital site allocations

Interviewed applicants are encouraged to thoroughly research the hospital sites they are interested in being placed at before position offers are made to ensure they are ready to make a final decision on hospital site at the time when an offer is made. This may be achieved using information available in this Applicant Guide, the opportunity to ask questions at the interview from the representatives from each site, and by contacting the listed staff contacts for each site if they have further questions.

Interviewed applicants are requested to nominate preferred hospital sites at interview, however this preference is not binding and does not influence the order in which offers are made.

## Public hospital application requirements

Recruitment for public sector employment in WA must comply with the Public Sector Employment Standard to ensure the principles of merit, equity, interest and transparency are upheld. The documentation required to submit a written application online is detailed below.

### ***Cover Letter***

A well written cover letter serves to demonstrate your interpersonal and written communication skills and provides you the opportunity to share key information about yourself. You can also use the cover letter to promote your suitability for the position. The letter should be addressed to the person listed as the contact on the job advert and should be kept succinct.

### ***Statement Addressing the Selection Criteria***

Public sector recruitment in WA requires the Job Description Form (JDF) to specify essential and desirable selection criteria for each position. The list of selection criteria will be found in the JDF which will be included as an attachment with the advert.

Be careful to ensure you read the job advert carefully for instructions regarding application requirements, which may include specific selection criteria to address and/or a page limit for the statement. When shortlisting applicants to interview, the recruitment panel is required to assess all applicants for their suitability for the advertised position based on how they have demonstrated that they meet the selection criteria. It is therefore critical that a Statement Addressing the Selection Criteria is included in the online application.

Demonstrating your ability to meet selection criteria requires that you provide relevant examples from your own experience that showcase your knowledge and skills. Examples that are relevant to the position being advertised are preferred, however transferable skills from other situations or workplaces should be considered if you lack relevant pharmacy experience. Your response to each selection criteria should demonstrate that you understand the criteria and why it is relevant



to the advertised position, provide one or two examples to demonstrate your suitability and include information on the outcome or impact of your actions.

The use of concise, professional language is expected, and ensure you proof-read your document well. The quality of your submitted response is also a reflection of your written communication skills.

### ***Resume / Curriculum Vitae***

A resume is an opportunity to present your skills and experience to the selection panel. It needs to demonstrate that you are employable, with the right qualifications, education, experience, and skill set to be considered for the advertised position. You should ensure that your resume is well presented, accurate and professional using succinct and concise writing. Always specify the full description of a role or place before using any abbreviations, e.g. the name of a hospital, especially if not located in Western Australia.

Suggested headings for your resume include:

- Personal summary – name, contact details, visa status (including eligibility to work in Australia if relevant)
- Skills and attributes
- Education and training – secondary and tertiary education, formal training courses or qualifications
- Work experience – list in date order with most recent first, explain any significant gaps
- Professional activities - e.g. committee membership, research, publications
- Referees

The length of a resume is flexible and dependent on one's level of education and experience. A novice job seeker should aim for one to two pages, while individuals with more extensive work history or educational background may require up to three pages.

### ***Referees***

Consider your choice of referees carefully and always ask their permission before nominating them. You will be asked to nominate referee details in the online application form and you should also include their details in your resume, ensuring that the details provided match. An email address is required, as referees will be requested to complete a written response to provide comment on your suitability based on the selection criteria for the Intern Pharmacist positions. Please avoid writing “referees available on request”.

Ensure the nominated referees are relevant to the job you have applied for and note that they may not be the only people contacted. Referees will be contacted for all applicants who are shortlisted for interview.

## ***Interview***

The public sector Employment Standard determines that the questions asked of interviewed applicants during the interview are able to be assessed against the position's selection criteria. The interview questions are formulated to enable the panel to assess your knowledge, critical thinking skills, clinical reasoning, communication skills, time management skills and your ability to optimise patient care. This is usually done with scenario-based questions that provide applicants the opportunity to demonstrate these attributes.

Interviewees may be provided some or all of the questions in writing during a short pre-reading period and are welcome to make notes to guide their responses during the interview. As the interviews may be conducted over several days and the same questions asked of all applicants, the interview questions must not be shared with others. Doing so is to your detriment as it is a competitive process to be offered a position and you may be giving others an advantage. Interviewed applicants will be asked to sign a confidentiality agreement.

## ***Hints for Interview Day***

- BE ON TIME!
- Be well groomed and wear industry-appropriate clothing.
- Be friendly, professional and don't forget to smile!
- Shake hands confidently.
- Sit upright – don't slouch or fidget.
- Listen to each question carefully and answer the question that is asked.
- Don't be afraid to ask the interviewer to repeat the question or clarify a point.
- Speak clearly and confidently. Maintain eye contact.
- Don't say anything negative about a past job.

University careers services are valuable resources and can assist in fine-tuning your resume, helping to address selection criteria and prepare for interviews by practicing interview questions.

## How to Apply for WA Private Hospital Pharmacy Internship

Recruitment for Intern Pharmacist positions at private hospitals is handled by each site independently rather than a collaborative, centralised process. Positions can be advertised on websites including those listed below and are not listed on the public sector recruitment websites ([www.jobs.wa.gov.au](http://www.jobs.wa.gov.au)).

[www.seek.com.au](http://www.seek.com.au)

[www.indeed.com.au](http://www.indeed.com.au)

[www.pharmjobs.com.au](http://www.pharmjobs.com.au)

Notification alerts can be set up on these websites to ensure you are aware of positions being advertised. It is also recommended that you contact the listed representatives for each private hospital site to determine when and where their Intern Pharmacist positions will be advertised.

Private sector recruitment does not need to comply with public sector employment standard and is therefore able to be more flexible. Positions may be offered to eligible applicants without necessarily participating in formal recruitment and interview processes. Interviews may also be less structured.

Applications – cover letter and resume, no selection criteria

## Other States and Territories

Each state and territory has a different process for recruiting Intern Pharmacists in the public sector hospitals. Some states and territories employ a centralised recruitment process and others advertise positions at each hospital independently. AdPha also provide shortlisting assistance in some states.

This process can change year-to-year and students interested in moving interstate should regularly visit the relevant health department recruitment websites for further details. It is important to remember that although WA advertise their positions each April/May for the next year's intake, other states and territories can advertise later in the year.

### ***Relevant public sector websites:***

State/Territory Department	Website
NSW Health	NSW Health Careers - Jobs
ACT Health	Job Search (taleo.net)
NT Health	Careers in health   NT Health
Qld Health	<a href="http://www.health.qld.gov.au/jobs/">http://www.health.qld.gov.au/jobs/</a>
SA Health	Careers   SA Health
Tas Health	Tasmanian Government Jobs (pageuppeople.com)
Vic Health	Healthcare Jobs in Victoria, Australia   <a href="http://health.vic.gov.au">health.vic.gov.au</a>

## What AdPha can offer you!

AdPha offers intern and student memberships. You do not have to work in a hospital to be a member. AdPha's membership is diverse, reflecting changes in healthcare. In addition to hospitals, members work in community pharmacy, academia, research, industry, government, consultant pharmacy and a range of quality use of medicines projects, medication safety, Clinical Governance, and medicines management programs.

AdPha is the only professional pharmacy organisation with an especially strong base of members practicing in public and private hospitals and other facilities. Young pharmacists make up a third of all hospital pharmacy positions, many of whom are leading change. AdPha membership is also free for students and supports pharmacy students during their pathway to becoming a pharmacist.

AdPha can offer the following:

- You can use AdPha materials to prepare for important job interviews and show that you are a 'current, informed and connected' pharmacist.
- Support to help you build a better career through employment opportunities via AdPha jobs board and discounted access to AdPha ClinCAT competency assessment training.
- Exclusive to AdPha members, AdPha CPD supports your lifelong practice as a current, informed and connected pharmacist and helps you meet annual CPD requirements with access to the following resources:
  - Continuing education lectures available online with assessment questions
  - Free subscription to the *Journal of Pharmacy Practice and Research* and online access to crucial pharmacy resources, research journal articles and reference e-books through EBSCOhost and the clinical reference tool Dynamed
  - Clinical pharmacy seminars, face-to-face lectures, symposiums and conferences
- The AdPha networks are a great way for young pharmacists to identify role models and mentors.
- Opportunities to work on AdPha committees with like-minded colleagues and specialists to advance pharmacy services and practice standards.
- Stay connected with pharmacists leading the profession with opportunities to network with like-minded peers.
- Regular eNews and social media updates on issues impacting your practice.

AdPha's Annual National Medicines Management Conference attracts hundreds of delegates and includes more than 700 short papers and posters, many coming from young pharmacists.