

2026 Intern Recruitment

Frequently asked questions

This guide has been developed to assist prospective Interns to tailor their applications for Internship at Grampians Health

How many Intern positions will Grampians Health have for 2026?

Grampians Health Ballarat will have 35 full-time Intern positions for the 2026 clinical year.

What rotations are available for 2026?

There will be 35 intern positions at Grampians Health in 2026. Each intern will complete five rotations that meet the requirements of the AMC National Framework for Prevocational Medical Training.

Intern rotations available include:

- Emergency Medicine
- General Medicine
- General Surgery (inc. Acute Surgical Unit)
- Urology
- Geriatrics
- Rehabilitation
- Cardiology
- Gastroenterology
- Orthopaedics
- ENT

Where are the rotations based?

Interns will complete all rotations in Ballarat at either the acute or sub-acute site.

How do I apply for an Intern position at Grampians Health?

VRPA Process

Grampians Health will be participating in the Victorian Rural Preferential Allocation (VRPA) Intern Match process through the PMCV - [2025 Intern Match - PMCV](#)

Applications are to be submitted via the PMCV website. Candidates can submit a health service specific cover letter to the Grampians Health Recruitment team via email - medrecruitment@gh.org.au

Victorian Intern Allocation (VIA) – Optimised ballot system

Grampians Health will be participating in the Victorian Intern Allocation Optimised Ballot System for candidates in priority groups 1-3.

Candidates complete their application via the PMCV website.

Candidates will be allocated to a health service using the optimised ballot algorithm.

What do I have to attach to my VRPA applications?

Your application should be completed in accordance with the VRPA process and require the following documents:

- Curriculum Vitae (Use standardised PMCV template with passport photo)
- VRPA Application form
- Referee reports

What criteria will Grampians Health be using for 2026 VRPA Intern rankings?

Grampians Health will use the following information to assess your application for an Intern position:

- PMCV video interview
- Cover letter
- Curriculum Vitae
- PMCV Referee Reports

Will Grampians Health be conducting interviews for Interns?

No interviews will be held at Grampians Health for Intern positions. The PMCV are conducting online interviews that are used as part of the criteria for selection.

How does the PMCV matching process work?

A candidate's guide is available on the PMCV website – [2025 Intern Match - PMCV](#)

What can I do to ensure I get matched to Grampians Health?

Grampians Health adheres to the principles and rules governing the Intern matching process by PMCV where priority group 1 candidates are allocated a position first. Grampians Health is often fully matched in Round-1 of the PMCV match. To ensure you have the best chances of securing an Intern position with Ballarat Health Services, we highly recommend that you rank Grampians Health as your top preference.

NB: Candidate preferences are not disclosed to other health services.

If all of Grampians Health 35 positions are not filled during Round-1, or if a candidate withdraws, Grampians Health will then notify the PMCV who will provide us with details of unmatched candidates for rounds 2 and 3.

If I am matched and accept a position at Grampians Health, what will my contract look like?

Grampians Health are eager to retain Interns and in line with the National Framework for Prevocational Medical Training your contract will be for a duration of 2 years. Grampians Health offers various career pathways, in both prevocational and vocational training from PGY2. We encourage Interns to continue with us for their second year, however, this is not mandatory.

For more information about the NFPMT visit the AMC website - <https://www.amc.org.au/framework/>

When can I have my annual leave?

All Interns are entitled to 5 weeks of annual leave. Two weeks will be rostered during the year (during an Emergency Medicine term), and you will have opportunity to preference when to take this. We will do our best to accommodate all requests but cannot guarantee your preference will be allocated. The remaining three weeks are allocated at the end of the Intern year, prior to commencing your PGY2 year.

What if I need additional time off during my internship?

As part of successfully completing your Internship, Interns are required to complete 47 weeks of full time, supervised practice. Grampians Health will consider ways of accommodating and supporting Interns should they require unexpected time off during their internship.

Can I apply as a paired applicant?

The request to be considered as a paired application needs to be clearly addressed in both applicants' cover letters.

How are the rotations allocated?

All Interns are given a preference form which asks you to preference your rotations. Allocations are then made by Junior Medical Workforce to rotations based on these preferences. We will do our best to accommodate all requests but cannot guarantee your preference will be allocated.

What orientation do Interns have?

Grampians Health runs a five-day paid orientation program held prior to commencing your first clinical shift. The program provides a comprehensive introduction to:

- Grampians Health.
- Clinical programs and services including Payroll/rostering.
- Completion of mandatory training.
- Deteriorating patient training.
- Participation in Clinical Skills workshop.
- Practical tips from outgoing Interns.

The final day of orientation is devoted to on-the-job training by shadowing the outgoing Interns.

What education does Grampians Health offer?

Grampians Health has a range of formal and structured learning such as case-based presentations, interactive clinical and non-clinical based workshops, simulated learning, online learning, and weekly education.

Protected Intern education is held every Thursday between 5-6pm. Additional learning opportunities include unit based teaching and fortnightly multi-disciplinary Grand Rounds

What research opportunities are available for Interns?

Grampians Health has a large research program with more than 80 clinical trials and hundreds of research projects open across a diverse range of clinical disciplines. We encourage those with an interest in research to join active research projects.

What is it like living and working in Ballarat?

Grampians Health is the main public referral hospital for Ballarat and the Grampians Region, providing quality care for a catchment of approximately 250,000 people.

A family-friendly city Ballarat offers affordable housing, extensive employment opportunities, high quality health facilities, diverse schooling options and tertiary education.

For more information visit our website: <https://www.bhs.org.au/careers/>

What support options are available?

Grampians Health offers a broad range of support systems for our Doctors in Training (DiTs) including but not limited to:

- Employee Assistance Program
- Peer Mentoring Program
- Assistance with connecting with local GP.
- Nominated Term Supervisor who provides comprehensive supervision and support to the prevocational doctor.
- Medical Education and Welfare Team comprised of:
 - Director of Clinical Training (DCT)
 - Supervisor of Intern training (SiT)
 - Medical Education Coordinator
 - Medical Education Officer
- Medical Workforce Unit.
- People and Culture team

Can I organise a tour of Grampians Health?

All Interns will receive a full hospital tour as part of their Orientation program in January 2026