

INTERNSHIP PROGRAMMES

2025

BENEFITS

- Mentorship & support
- Clinical training & experience
- Internship educational program
- Internal education
- External education allowance
- The TPS way of life
- Competitive salary (hourly rate- you work we pay)
- No weekends or nights
- Surfs up! Located in the Northern Beaches of Sydney



OUR INTERNSHIPS

The TPS internship offers mentored clinical training to post-graduate veterinarians to gain clinical practice experience in a small animal referral hospital. The internship duration ranges from twelve to eighteen months. A second internship, registrar or residency position may be offered at the completion of the internship.

A TPS internship will provide both clinical training and didactic learning opportunities. When undertaking case management and participating in procedures, you will be under appropriate supportive supervision.

The goal of our internship is to further develop your skills, confidence and knowledge and in doing so, you can become a valued and contributing member of the TPS team. Interns will participate in an education program as well as providing a beneficial service to the clinic.

Rotating Internship

Our interns rotate through the TPS surgery, medicine, emergency & critical care, cardiology and diagnostic imaging services.

Single Discipline internship

Our interns spend the entire duration of their internship within one specific discipline. Single discipline internships are offered only for disciplines which have an Australasian Veterinary Boards Council Inc (AVBC) recognized veterinary specialist within the service at TPS.

Mentorship

The mentorship aspect of the internship aims to allocate a mentor(s) with you to help develop your skills and knowledge related to the veterinary profession, not only through a specific discipline if chosen, but also exposure to other disciplines and general principles for veterinarians such as infection control, antimicrobial stewardship, positive hospital culture and 'gold standard' veterinary practice. It will also help with general professional development including communication, efficiency and productivity.

It is important to TPS that we provide a supportive environment for our interns. This includes access to clinical and educational resources and also by providing a working environment which supports their mental and physical health. Interns are allocated a mentor(s) with varying roles to supervise their educational and clinical progress and also to have the opportunity to openly discuss the challenges of an intern role. You will be assigned a primary mentor. Mentors are expected to put clinical time aside to mentor their intern so they can appropriately support the learning objectives of the internship.

Internship Educational Program

A TPS internship will include:

- clinical experience
- participation and presentation in daily case rounds
- journal club
- additional didactic opportunities eg Medicine Ettinger Club, Surgery Slatter Club
- attendance to TPS seminars
- attendance and participation in specific discipline rounds eg grand medicine rounds, grand surgery rounds
- providing seminars internally to TPS staff +/- referring vets
- You will be provided with a continuing education allowance as per the contract provided.

Orientation

As for all our staff, you will be provided with a comprehensive orientation to all aspects of the TPS hospital. Our HR team and online portal will assist you with all aspects of TPS life and guide you along the way.

For single discipline internships, much of the orientation will be focused on your specific discipline. For rotating internships, additional orientation will be provided at the beginning of each new rotation if conducted in blocks. For rotating internships which have periods which are mixed with disciplines (eg one day of the week on surgery, one day of the week in medicine), orientation for all disciplines will be provided at the start of the internship.

During this orientation, you will be informed as to the expectations of the internship within your chosen discipline and the expected outcomes.

The orientation process will include access to our HR platform. Which, along with your mentors, will guide you through the following aspects of our organisation and our policies.

- Employee structure of the specific disciplines
- Organisational structure of TPS.
- Point of contact if a problem arises with the immediate supervisor
- TPS employee handbook
- TPS mental health policy
- TPS infection control policy
- TPS general hospital policies
- Uniform requirements
- How to access your roster and apply for leave



Health & Wellness Support and Work Conditions

The TPS internship program will actively foster and promote an environment that supports the professional, physical, psychological and social wellbeing of their interns. This includes

- Access to safe and clean workspaces and resting areas
- Access to mental health and crisis support including external employee assistance programs
- Equality in supporting lifestyle and family issues.

Clinical Experience and Responsibilities

The internship program will provide adequate clinical experiences in a variety of case types and procedures.



Case management will be expected, either as the primary clinician when appropriate or under the supervision of an experienced veterinarian or specialist for more challenging cases. Primary case care responsibility for complex cases (with veterinary specialist supervision) is encouraged to maximise the educational value of the internship.

Interns will be provided guidelines to help understand the expectations during your internship at TPS. Equally, you can hold your mentor(s) accountable for achieving these guidelines during your time with us. The guidelines may be individually tailored and will factor your pre-existing clinical experience as well as individual goals for the internship and subsequent career plans.

A list of technical competence for procedures will be discussed during orientation and will be specific to the internship type.

After the morning rounds, mentors or clinicians designated to work with the intern on a specific day will be expected to participate in in-depth discussion of mechanisms of disease, treatment options, typical outcomes, and formulation of patient management plans.

Any activity which is considered non-educational or has non-clinical value should be limited.

You are expected to progress at a reasonable rate without being overwhelmed by the caseload. A reasonable amount of time will be assigned during working hours for research activities relating to cases seen. The mentor/supervisor should be conscious of this time allocation.

Training of a new intern may be required as the current internship approaches its endpoint.

Supervision

Whilst on clinical duty, interns should be under the direct supervision of a qualified clinician. Direct supervision (where the supervising veterinarian is in the hospital where the intern is working) is preferred. Indirect supervision (ie the supervising veterinarian is not in the hospital) should be available by telephone at all other times. In the event that indirect supervision is required, it is imperative that sufficient attempts are made to ensure you feel well informed of case management and have clear direction in the absence of the supervising veterinarian. As your experience improves, graduated responsibility will allow for less direct supervision to be required over time. Direct supervision will be no less than 70% of their time, regardless of experience.



Feedback

Intern performance will be formally evaluated at a minimum every six months. Informal evaluations and discussions may occur more frequently on an as needed basis.

Formal feedback opportunities are in place that allows interns to evaluate the TPS internship program as well as their supervising veterinarians.

Entry interviews are conducted with the intern to discuss their goals for the internship. Exit interviews will be conducted upon completion to identify areas for TPS internship program improvement.

TPS records the following data regarding their interns and this information can be provided to interns if they are interested.

- The number and percentage of interns who have completed the program per year for the past 5 years
- The percent of interns who confirmed in their exit interview that their learning expectations were met by the program
- The number of interns who completed their membership or progressed to successful residency applications in the past 5 years

These details will also be available to assist future intern candidates in assessing the internship program.

Clinical Resources and Facilities

TPS will be conscious that you are exposed to a sufficient number and variety of cases during the internship period. Current medical textbooks will be available as a resource on site. A computer with access to online search engines for scientific literature and online journals will be available on site. You will have unlimited access to the clinic throughout the internship if required for additional research or education. Hot Desk space will be provided to allow you to study, research and write up cases.

TPS is committed to providing physical facilities which are appropriate for a learning environment and which meet the industry standard expected for a referral hospital.

Internship program outcome

The intern's accomplishment of learning objectives will provide the basis for whether a certificate of internship completion is awarded. Processes are in place to remediate interns who do not demonstrate competence in one or more learning objectives.

