



## Application Guide for 2022 HMO Positions

### HMO Training at Western Health

Western Health offers 3 dedicated training streams for HMO level junior doctors:

1. **Surgical HMO Stream**
2. **Medical (BPT) HMO Stream**
3. **General HMO Stream**

Each stream provides a balanced range of rotations and training opportunities to develop your skills, strengths and career interests. Training in each stream is supported by a dedicated Director of Clinical Training (DCT) or Director of Physician Education (DPE).

A small number of senior HMO positions suitable for PGY3+ doctors are also available in critical care (4 positions), O&G (4 positions) and neonatology (4 positions).

Please also view our dedicated junior doctors website: [www.westerndoctors.wh.org.au](http://www.westerndoctors.wh.org.au)

### Applications for 2022 HMO positions (medicine, surgery, general streams)

Positions are advertised on the Western Health E-mercury site:

<https://westernhealth.mercury.com.au>

Only one application is required regardless of how many streams you wish to be considered for. Please indicate your order of preferences in your JMO application form when applying.

The senior HMO positions in critical care, O&G and paediatrics (neonatology) are not part of the application process for the three main HMO training streams. These positions are appointed directly at a departmental level. Please apply separately if you also wish to be considered for one of these positions (for PGY3+ doctors only)

### Applications via the PMCV Match

**HMO PGY2 positions in the surgical and general streams**

**BPT1-3 positions in the medical stream**

These positions are appointed via the PMCV Match. You must apply **both** via the PMCV, and also directly to Western Health via E-Mercury.

## Direct Applications

**HMO PGY3+ positions in the surgical and general streams**

**Senior HMO PGY3+ positions in critical care, O&G, paediatrics (neonates)**

These positions are appointed directly by Western Health, apply via E-Mercury.

## Important dates for general, surgical & BPT1-2 HMO position applications

<b>9<sup>th</sup> June 2021</b>	Applications open via E-Mercury and PMCV Match
<b>14<sup>th</sup> July 2021</b>	Closing date for PMCV Match and E-Mercury applications - E-Mercury application including CV & Cover Letter - JMO Application Form - 2 references received by MWU or PMCV
<b>15<sup>th</sup> July 2021 – 21<sup>st</sup> July 2021</b>	Shortlisting of applicants
<b>22<sup>nd</sup> July 2021 – 17<sup>th</sup> August 2021</b>	Interviews
<b>18<sup>th</sup> August 2021</b>	Last day to withdraw from PMCV Match
<b>23<sup>rd</sup> August 2021</b>	Health Services advise PMCV of rankings
<b>30<sup>th</sup> August 2021</b>	PMCV Match results available Successful direct applications notified via phone / email
<b>1<sup>st</sup> September 2021</b>	Final date for acceptance/decline of offer in writing
<b>October – November 2021</b>	Contract & on-boarding details sent by MWU
<b>December 2021</b>	Contract & on-boarding paperwork returned to MWU
<b>7<sup>th</sup> February 2022</b>	Commencement of HMO year

\*Please note this timeline does not apply to BPT3's: open 7th Aug, close: 12th Sept 2021.

## How to apply

Applications must be submitted on-line via the Western Health Careers website

(<https://westernhealth.mercury.com.au/>). Hard copies/emails of applications are not accepted.

You will need to attach the following documents to your application:

1. **Cover letter** (addressed to the DPE/DCT in your preferred training stream)
2. **Curriculum Vitae**
3. **JMO Application Form**

If you wish to be considered for more than one training stream, only one application is required. Please indicate your preferences in your JMO application form, and address your cover letter to the DCT/DPE in the training stream that is your first preference. Please see the specific guidance regarding cover letters later in this application guide.

PGY2 & BPT positions must also apply via the PMCV Match: <https://allocations.pmcv.com.au>

## References

You must nominate 2 referees who will provide a reference using the standard reference template available on E-Mercury or via the PMCV. At least one reference must be from a consultant, and one may be from a registrar, senior nurse or senior allied health professional.

Although the standard statewide reference form template states that 3 references are required, only 2 are required.

**PMCV Match Applicants:** references for positions in the PMCV PGY2 and BPT match are submitted directly via the PMCV.

**Direct Applicants:** please provide your referees with the standard reference form, which must be completed and **returned directly by your referee** to the Western Health Medical Workforce Unit **by the 14<sup>th</sup> July 2021**. Please note it is your responsibility to ensure your references are received on time. Please ask your referees to submit via email: [whmwu@wh.org.au](mailto:whmwu@wh.org.au) and to include your full legal name in the subject line.

## Interviews

Shortlisted applications will be invited for interview, or equivalent online process. At this stage, the interview process has yet to be finalised, but we will update you as soon as this is confirmed.

## Selection

The selection process is based on merit. This will be assessed based on your cover letter, CV, references, and interview (or equivalent).

## Accepting or declining an offer of appointment

Medical Workforce Unit will notify successful direct PGY3+ applicants on the **30<sup>th</sup> August 2021**. PMCV Match results will be available on the **30<sup>th</sup> August 2021**.

If you are offered a 2022 HMO position, **you must accept or decline the appointment by COB 1<sup>st</sup> September 2021**.

## Rotations

Once appointed, you will be asked for your rotation preferences within your training stream.

All attempts will be made to match rotations to your training needs and career goals, and provide a breadth of learning opportunities and clinical experience. This can be further discussed with your Director of Training/Director of Physician Education, however not every request can be accommodated depending on availability and the spread of preferences within the HMO cohort.

Rotations in each stream are listed below, though small changes may occur year to year.

## General HMO Stream

The general stream provides a variety of clinical experience and exposure which can be tailored to your specific area(s) of career interest over one or more years, or for a broad and general year to help you define your career goals. We support HMOs interested in all specialities including paediatrics, O&G, anaesthetics, ED, ICU, psychiatry, radiology and general practice.

Rotations available to preference include:

### **PGY2:**

Anaesthetics, Emergency, ICU, GEM, Rehab, O&G, Paediatric ED, Paediatrics Mildura, Paediatrics Melton, Addiction Medicine, Respiratory, Leave/Relieving/Nights, Psychiatry (Werribee, Sunshine, Emergency Mental Health, Aged Mental Health)

### **PGY3+:**

Emergency, ICU, O&G, Paediatrics Sunshine, Psychiatry, Oncology, Rehab, Gastro, Cardiology, Renal, Pal Care, EMR, Acute Aged Care, Orthogeriatrics, GEM, Leave/Relieving/Nights

General stream rotations include dedicated weekly HMO education in nearly all units.

Opportunities for recognised training include:

Paediatrics: Paediatric Life Support, Neoresus, GRIPS

O&G: PROMPT, Cert. in Womens Health (3/12 terms), Diploma of Obstetrics (6/12 terms)

Critical Care: ALS-2, BASIC (Basic Assessment & Support in Intensive Care)

Your cover letter should be based on addressing the following key questions:

- Your area(s) of career interest
- What have been the challenges and rewards of your medical career to date
- The personal qualities, values and achievements which make you a good doctor, and what makes you unique

**Dr Jonathan Kaufman** (Paediatrician, Director of Clinical Training)

**Ms Kristin Edgoose** (ED ANUM, Medical Education Officer)

## Medical (BPT 1-3) HMO Stream

Western Health offers a highly supportive, clinically rich and professionally exciting environment in which to train. A dedicated education program tailored for basic training, includes 4 hours of sub-specialty teaching per week, in addition to simulation-based training, and professional development workshops.

Recruitment into the medical stream enables entry into the Basic Physician Training (BPT) program. This occurs within the framework of the Greater Western Consortium with external

rotations to RMH, Ballarat and Albury Wodonga. The rotations available across the training program include:

General Medicine, Cardiology, Gastroenterology, Respiratory, Oncology, Nephrology, Endocrinology, Haematology, Infectious Diseases, Rheumatology/ Dermatology, Acute Aged Care, Orthogeriatrics, GEM, ICU, Neurology, Palliative Care, Bone marrow transplant (RMH).

Western Health is an early adopter of the new Basic Physician Training curriculum, where selection into training is a key element. Your cover letter should address the following key selection criteria:

- A commitment and capability to pursue a career as a physician
- Ability to plan and manage their learning
- Ability and willingness to achieve the BP competencies, particularly:
  - Communication
  - Cultural competence
  - Ethics and professional behaviour
  - Leadership, management and teamwork.

**Dr Elke Hendrich** (Endocrinologist & General Physician, Director of Physician Education)

**Dr David Tsang** (Cardiologist & General Physician, Deputy Director of Physician Education)

**Mrs. Maryrose Winfield** (Administration support)

## Surgical HMO Stream

The Department of Surgery at Western Health is keen to mentor and support junior doctors on their pathway to a career in surgery. Many of our surgeons have started their clinical and research experience in surgery here as junior doctors and have progressed to become accredited trainees as well as consultants at Western Health. The surgical stream has a robust educational program delivered by senior surgeons in close partnership with our Surgical Education Officers. SEOs work with the Directors of Training, Medical Education Unit and Director of Surgery to deliver excellence in education, research and support for their resident and registrar colleagues.

Rotations available to preference include:

General Surgery, Plastics, ENT, Breast, Endocrine, Upper GI & Hepatobiliary, Colorectal, Acute General Surgery, Urology, Vascular, Thoracic, Neurosurgery, Oral & Maxillofacial, Orthopaedics, Perioperative Medicine, Anaesthetics, Paediatric Surgery, ICU, ED and radiology

Your cover letter should be based on addressing the following key questions:

- Your area(s) of career interest
- What have been the challenges and rewards of your medical career to date
- The personal qualities, values and achievements which make you a good doctor, and what makes you unique

- Whether you would like to be considered for the role of Surgical Education Officer and, if so, your experience and qualities which would be suited to the role

**Ms Fiona Reid & Mr Russel Krawitz** (Surgeons, Directors of Clinical Training)

**Ms Julie O'Connell** (Medical Education Officer)

## FAQ's

### Annual and conference leave

At Western Health we support a healthy work-life balance and we will work with you to meet your personal and academic commitments. The best approach is to contact the Medical Workforce Unit as early as you can. This allows time to find a solution that will fit your needs and ensure safe patient care.

Annual leave is typically allocated during nights/relieving terms to minimise disruption to clinical services, and reduce the duration of your nights/relieving term.

Requests for conference leave must be relevant to your training and approved by your DPE/DCT. Conference leave where you are actively presenting your research (oral or poster) will be prioritised.

### Research

Many of our clinical units are committed to research. In particular, Western Health is the home of the [Australian Institute of Musculoskeletal Science](#), a collaboration between Western Health, The University of Melbourne and Victoria University.

Examples of Western Health research activity from AIMSS and other units can be seen in the Western Health Research [report](#) which is published by the Office for Research.

You can discuss opportunities for research in your area of interest with your DPE/DCT, who will be able to advise and direct you to researchers in that area.

Read about some of the exam and research success of our trainees on our junior doctor website: <https://westerndoctors.wh.org.au/news/>.

### Can I swap rotations with another HMO?

Requests for mutually agreed swaps in rotations between HMOs must be approved prospectively by your DPE/DCT, and MWU. Rotation swaps do not necessarily have to be from within the same stream.