



2024 HMO CAREERS - INFORMATION GUIDE

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 (14 positions), neonatology (4 positions), as well as several Emergency Medicine Medical Officer positions, and an additional generalist HMO position at Bacchus Marsh Hospital. These positions are appointed directly at a departmental level, separately to the three main training streams.

For further information, please see also our westerndoctors website and HMO careers page:

<https://westerndoctors.wh.org.au/> and <https://westerndoctors.wh.org.au/careers/hmos/>

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 (number each term) available across the training program expected for 2024 include:

BPT1 Rotations	Posts	BPT2 Rotations	Posts	BPT2 Rotations	Posts
Cardiology (FH/SH)	3	Bone Marrow Transplant (RMH)	1	Acute Aged Care (SH)	1
Dermatology / Rheumatology (FH)	1	Cardiology (FH/SH)	3	GEM / Rehabilitation Medicine (FH)	1
Endocrinology (FH/SH)	2	Endocrinology (FH)	1	General Medicine (FH/SH)	29
Gastroenterology (FH)	2	Gastroenterology (SH)	1	Neurology (FH)	1
GEM / Subacute (SH/WTN)	3	General Medicine (AWH/BHS/FH/SH)	13	Oncology (FH)	1
General Medicine (SH)	5	Hospital in the Home (WH)	1	Rehabilitation Medicine (FH/SH)	2
Haematology / Infectious Diseases (SH)	1	Intensive Care Medicine (FH)	1		
Haematology / Oncology (SH)	1	Nephrology (FH/SH)	2		
Hospital in the Home (WH)	1	Neurology (FH)	2		
Intensive Care Medicine (FH)	2	Oncology (SH)	1		
Neurology (FH)	2	Palliative Care (SH)	1		
Oncology (SH)	2	Respiratory Medicine (SH)	2		
Orthogeriatrics (FH)	2	Speciality Medicine Nights (SH)	2		
Psychiatry - Orygen/HITH (FH)	1				
Respiratory Medicine (FH/SH)	1				
Speciality Medicine Nights (FH)	2				

Total posts:

- x34 BPT1 Medical
- x30 BPT1 Medical
- x31 BPT3 Medical

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 Nicole Lioufas (Nephrologist & General Physician, Deputy Director of Physician Education)

Mrs. Maryrose Winfield (Administration support)

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. Rotations (number each term) expected for 2024 available to preference include:

HMO2 General Rotations	Posts	HMO3 General Rotations	Posts
Anaesthetics / ED	2	Anaesthetics /Nights	2
Addiction Medicine / Gastroenterology (FH/SH)	1	Cardiology (SH)	1
Emergency Medicine (FH/SH)	10	Emergency Medicine (SH/WTN)	13
Paediatric Emergency Medicine (SH)	4	Paediatric Emergency Medicine (SH)	2
GEM / Subacute (SH/WTN)	2	EMR - Clinical Informatics/Digital Health (FH)	1
Intensive Care Medicine (SH)	2	Gastroenterology (SH)	1
Obstetrics & Gynaecology (JKWC)	6	GEM / Rehabilitation Medicine (FH)	1
Paediatric Medicine (MBPH/DHS)	3	GEM / Subacute (SH/WTN)	3
Psychiatry - Acute & Community (SH/WMH)	7	Intensive Care Medicine (FH)	2
Psychiatry - Addiction Medicine (SH)	1	Medical @ Home (WH)	1
Psychiatry - Emergency (SH)	1	Nephrology (SDH)	1
Rehabilitation Medicine (SH)	1	Obstetrics & Gynaecology (JKWC)	7
Respiratory Medicine (FH)	1	Oncology (SH)	1
		Orthogeriatrics (FH)	4
		Paediatric Medicine (JKWC)	6
		Palliative Care (SH)	1
		Psychiatry (SH)	3
		Transitional Care / Subacute (WTN)	1

All HMOs will also complete one combined leave/nights/relieving term.

Total posts:

- x53 HMO2 General
- x54 HMO3 General

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: BASIC (Basic Assessment & Support in Intensive Care), Advanced Life Support 1&2

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 Juli Toussaint (Medical Education Officer)

Surgical HMO Stream

The Department of Surgery at Western Health is keen to mentor and support junior doctors in their pathway to a career in surgery. Many of our doctors have started their clinical and research experience either as a medical student or junior doctor and have progressed to become accredited trainees as well as consultants who have returned back to Western Health. Rotations expected for 2024 available to preference include:

HMO2 Surgical Rotations	Posts	HMO3 Surgical Rotations	Posts	Unaccredited General Surgery Registrars	Posts
Anaesthetics (FH)	1	Emergency Medicine (SH)	4	Colorectal Surgery	1.00
Emergency Medicine (FH/SH)	5	ENT Surgery (FH)	1	General Endocrine Surgery	1.00
General Surgery (FH/SH)	2	General / Endocrine Surgery (FH)	1	General Surgery (Bacchus Marsh)	1.00
Intensive Care Medicine (SH)	1	General Surgery (FH/SH/WTN)	4	General Surgery (SH)	2.00
Orthopaedic Surgery (FH/SH)	3	Intensive Care Medicine (SH)	1	General Surgery (Werribee Mercy)	1.00
Plastic Surgery (SH)	1	Neurosurgery (FH)	1	Surgical Nights (FH / SH)	4.00
Plastic Surgery/ENT Surgery/Ophthalmology (SH)	1	Orthopaedic Surgery (FH/WTN)	2	Upper GI Surgery	1.00
Surgical Nights - General & Specialty (SH)	1	Paediatric Surgery (RCH)	1	Vascular Surgery	1.00
Surgical Nights - General (FH)	2	Plastic Surgery (SH)	1		
Surgical Nights - Specialty (FH)	2	Plastic Surgery / OMF Surgery (FH)	1		
UGI Surgery / Thoracic Surgery (FH)	1	Surgical Nights - General & Specialty (SH)	1		
Urology (FH)	2	Urology (FH)	2		
Vascular Surgery (FH)	2				

All HMOs will complete one combined leave/nights/relieving term.

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

Total posts:

- x25 HMO2 Surgical
- x20 HMO3 Surgical

Dr Fiona Reid (General & Colorectal Surgeon, Director of Clinical Training)

Mr Russel Krawitz (General & Endocrine Surgeon, Director of Clinical Training)

Ms Julie O'Connell (Medical Education Officer)

Is Western Health a great place to work for junior doctors?

Definitely.

At Western Health, we provide training streams to support your year from start to finish, and develop your skills, strengths and career interests. We highly value the important role of junior doctors in the medical team in the care of our patients.

This is reflected in that the majority of our interns and HMOs choose to continue as HMOs and registrars at Western Health, reflecting the supportive training environment and the many options available to find and pursue your career interests.

You can hear some of our HMOs from each stream talking about their experience working at Western on our [HMO Careers Page](#).

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 nights/relieving terms.

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.

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.

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.

Application and Important Information

Applications via the PMCV Match and Western Health

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 Mercury.

Applications via Western Health only

HMO PGY3 positions in the surgical and general streams.

These positions are appointed directly by Western Health with applications via Mercury.

Register with PMCV for Computer Match

In order to be considered for a HMO PGY2 /BPT1-3 position, candidates must first meet the eligibility criteria for the HMO Match and register with the PMCV.

For information on the Computer Match process and to register, refer to the PMCV website at [All Matches - PMCV](#)

Applications to Western Health

All applications must be submitted via our online recruitment system, please refer to <https://westernhealth.mercury.com.au/>. Please follow the instructions and complete all the steps. You must also attach a cover letter (addressed to Director of Clinical Training/Director of Physician Education in your preferred stream) and a Curriculum Vitae (CV) in order to be considered for short listing.

References

Applicants via the PMCV must nominate referees via the PMCV APS, where referee reports will be directly sourced. Western Health do not require any additional reference reports (i.e. non-clinical references). Please note it is your responsibility to ensure your references are received on time.

For PGY3 General and Surgical HMOs not applying via the PMCV match, references are submitted directly to Western Health.

Interviews

Shortlisted applicants will be interviewed via an online platform (Zoom). Interviews will take place during July – August.

Selection

The selection process (which consists of ranking candidates through the PMCV Match, or directly for PGY3 general and surgical HMOs) is based on merit and consists of the combined assessment of application documents, referee reports and interviews.

Appointments

Appointments via the PMCV match are made based on the PMCV Computer Matching results. Applicants successfully matched to Western Health will be contacted directly via email to confirm appointment.

Appointments for PGY3 general and surgical HMOs are made by Western Health, and will also be contacted via email to confirm appointment.

Important Dates to Remember – HMO2 General and Surgical/BPT 1 & 2

15/05/2023	Applications open to Western Health
24/07/2023	Applications open to PMCV
11/08/2023	Closing date applications PMCV and Western Health
August 2023	Western Health Interview Period
04/09/2023	Match closes for candidates
15/09/2023	Job offers to take place

Important Dates to Remember – BPT3

TBC	Applications open to Western Health
26/06/2023	Applications open to PMCV
21/07/2023	Closing date applications to PMCV and Western Health
July 2023	Western Health Interview Period
11/08/2023	Match closes for candidates
23/08/2023	Job offers to take place

Important Dates to Remember – HMO3 General and Surgical

15/05/2023	Applications open to Western Health
21/07/2023	Closing date applications to Western Health
July/August 2023	Western Health Interview Period
September 2023	Job offers to take place