

# Queensland general paediatric advanced training pathway

## How to apply

This document provides guidance on recruitment and selection processes for the Queensland general paediatric advanced training pathway. It outlines the selection requirements for eligible applicants and includes guidelines for preparing an application.

Documents relating to pathway recruitment are available on the pathway webpage

<https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/recruitment/training/advanced-paediatric>.

## What is the general paediatric advanced training pathway?

In Queensland, trainees have the option of applying for coordinated training positions through the Queensland general paediatric advanced training pathway.

The pathway offers a two-year program (from advanced training year one) which allows trainees to meet all core requirements for general paediatric advanced training with the Royal Australasian College of Physicians (RACP), including the community/developmental component. All two-year programs will include at least six months in a rural or regional site. The third year of advanced training is independent from the pathway allowing flexibility for trainees to tailor their final year according to their specific educational and career interests.

Trainees will remain on the pathway subject to satisfactory performance.

## Eligibility criteria

The eligibility criteria for new applicants are:

- Successful completion of the RACP basic physician training, including the written and clinical exams
- Commencing your first year of general paediatric advanced training in 2018
- General registration with the Medical Board of Australia
- Current registration with the Royal Australasian College of Physicians (RACP)

Australian citizens and permanent residents will be considered before applicants on working visas.

## Selection criteria

The pathway selection criteria are as follows:

- evidence of clinical expertise at the level of an advanced training registrar
- evidence of high standards of written and verbal communication
- demonstrate ability to communicate with a child or young person in a culturally appropriate way

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- evidence of experience with teamwork and leadership
- effective management of junior medical staff
- involvement in teaching and research
- evidence of high standards of professionalism.

For further information about the role and key responsibilities, refer to the 'Role description' on the pathway webpage.

## Training locations

The pathway comprises three rotations (Figure 1). Training will be hosted primarily at the Lady Cilento Children's Hospital, the Townsville Hospital and the Gold Coast University Hospital. Extensive use will also be made of other accredited hospitals for specific components of the core training, including general paediatric terms at both outer metropolitan and regional hospitals. Examples of potential two-year training pathways are provided in the 'Rotations and secondments' document on the pathway webpage.

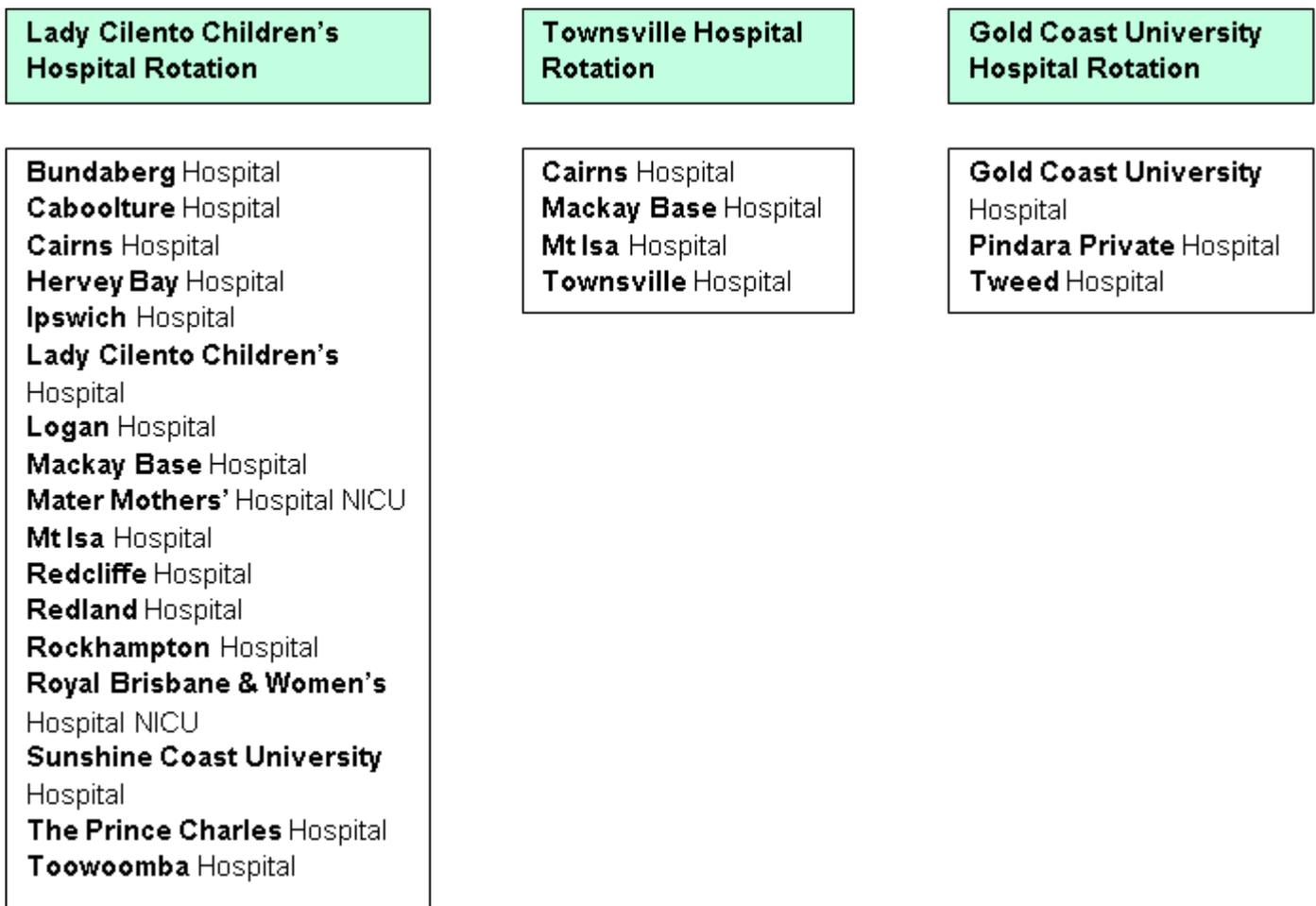


Figure 1. Pathway rotations

## Key dates

<b>Application period</b>	Wednesday 7 June – Wednesday 5 July
<b>Applicant interviews</b>	Monday 7 August (Brisbane) Tuesday 8 August (Gold Coast and Townsville)
<b>Selection decision notification</b>	Monday 21 August

## Pathway application process

Applications must be submitted through the Queensland Health RMO Campaign <http://www.health.qld.gov.au/rmo/>. Refer to key dates for application opening and closing dates. **Late applications will not be accepted.**

All applicants (new and current pathway trainees) are required to complete a number of pathway questions in the RMO Campaign 'Employment details' section (step 7).

The first pathway question asks:

Are you applying for a **general paediatric advanced training** position?

- Yes
- No

Select 'Yes' and complete all subsequent questions.

## New applicants

Your suitability for a pathway position will be assessed through the following components:

- a written application – curriculum vitae and a short statement
- an interview
- references

## Curriculum vitae

A current curriculum vitae (CV) must be uploaded as part of the RMO Campaign application. The standard Queensland Health medical practitioner CV template ([https://www.health.qld.gov.au/\\_data/assets/word\\_doc/0024/444228/rmo-cv-template.doc](https://www.health.qld.gov.au/_data/assets/word_doc/0024/444228/rmo-cv-template.doc)) is recommended. Your CV should include information that is relevant to your application, for example clinical experience to date, involvement in professional, leadership and extra-curricular activities, and participation in teaching and research.

## Short statement

New pathway applicants are required to upload a short statement (500 words) indicating how your experience, abilities, knowledge and personal qualities are relevant to each of the [pathway selection criteria](#).

## Interviews

All applicants should be prepared to attend an interview in person in Brisbane, Townsville or the Gold Coast. Refer to the [key dates](#).

## Preferences – new applicants

There are two sections in the RMO Campaign application where you will be asked to indicate your training preferences.

### 1. Pathway questions (step 7)

Indicate **preferences for a general paediatric advanced training rotation**

Select either:

- Gold Coast University Hospital Rotation
- Lady Cilento Children's Hospital Rotation
- Townsville Hospital Rotation

### 2. RMO Campaign 'Preferences' (step 10)

To ensure you are considered for positions in the event you are unsuccessful in obtaining a pathway position, indicate your preferences 1–5 for a hospital placement.

Refer to the *RMO available positions search tool* <https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/recruitment/rmo/positions> to preference positions (including sub-specialty). You can only select positions made available by facilities.

## Term allocations

Allocation to a two-year pathway will be on the basis of both merit ranking and identifying the best fit for each trainee's needs.

Successful applicants will have the opportunity to register their preference for the locations of their core training terms within the two-year program. Due to the number of trainees, it is unlikely that each trainee will receive all of their preferred locations. However, training allocations for the entire two-year period will be confirmed with trainees prior to commencement on the pathway. Upon acceptance of an offer trainees will be expected to fulfil all allocated terms.

## Current pathway trainees

If you were accepted on to the Queensland general paediatric advanced training pathway last year you are still required to complete the pathway application questions (step 7) of the RMO Campaign application.

You will need to indicate that you are currently a registrar on the Queensland general paediatric advanced training pathway.

Subject to satisfactory performance—as confirmed by your director of paediatrics and current supervisor—you will continue on the pathway and be reappointed to your allocated pathway facility.

Current trainees with performance issues are required to undertake a remediation process: training places are awarded based on candidate performance and merit.

## Preferences – current trainees

Complete the RMO Campaign 'Preferences' (step 10) and select your **allocated pathway rotation** as your first preferred facility. (I.e. Lady Cilento Children's Hospital, Gold Coast Health Service or Townsville Hospital)

### For example:

Facility: nominate your allocated pathway rotation

Position: Registrar

Specialty: Paediatrics

Sub-specialty: General Paediatrics or General Paediatrics (AT)

## Referees

All applicants are required to nominate two referees in the 'Referees' section (Step 11) of the RMO Campaign as specified below:

- 
1. Your current director of paediatrics or director of general paediatrics
  2. A paediatrician you have worked with closely within the last 2 years; or your current/immediate supervisor—a paediatrician—in the last year.
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At least one referee—but preferably both—**must have directly observed your clinical skills.**

## Important points

- You must **seek approval** from your referees before providing their details.
- Information provided by your referees will be used in conjunction with your application to determine your suitability for appointment to a pathway position. It is therefore **critical that both reports are provided.**
- You will be responsible for **following up receipt** of your reports with your referees.
- You must ensure that your **referees will not be on leave** during the application period (mid-June – late July) and that you have spelt their details correctly, particularly their email address.

## Selection and allocation

The selection and allocation process will comply with relevant Queensland Health human resource policies including the principles of equal employment opportunity. All applications and selection to the pathway will be overseen by directors of paediatrics, directors of paediatric education and the Paediatric Training Oversight Committee.

Assessment criteria will be used to determine eligibility and suitability of applicants for appointment to pathway positions within Queensland Health (refer to the [eligibility and selection criteria](#)).

Applicants must also satisfy Queensland Health requirements to practise to be eligible for appointment <https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/practise-requirements>.

## Condition of offer

It is assumed successful candidates will accept the two-year pathway position to which they have been allocated. If a candidate has accepted an offer and then wishes to withdraw at a later date due to extenuating circumstances, it is expected that they will discuss this directly with the director of paediatrics of their allocated facility.

### **NOTE:**

The late renegeing of offers without acceptable cause is considered extremely unprofessional behaviour and will affect your future employability in Queensland.

Previous applicants who have demonstrated such behaviour will not be considered for future pathway selection.

## Appointments

Appointments (employment contracts) are arranged annually by the employing facility at the conclusion of the pathway selection process. Continuation on the pathway is subject to a satisfactory performance review.

## Appeals

The pathway is governed by Queensland Health, and Queensland Health's human resources policies provide the framework for the resolution of complaints, appeals and access to feedback on recruitment and selection decisions. The pathway 'Appeals' document on the pathway webpage provides an overview of this framework.

## Further information

**Pathway:** Email: Queries to Dr Vana Sabesan, Medical Director Paediatric Training  
[Paediatric-Training@health.qld.gov.au](mailto:Paediatric-Training@health.qld.gov.au)

Web: <https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/recruitment/training/advanced-paediatric>

**College training:** Email: [GeneralPaedsAdvanced@racp.edu.au](mailto:GeneralPaedsAdvanced@racp.edu.au)

Web: <https://www.racp.edu.au/trainees/advanced-training/advanced-training-programs/general-paediatrics>