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.


**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 or applying to individual hospitals annually. The pathway offers a two-year program 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 Training, including the written and clinical exams
- currently working within your first year of advanced training in general paediatrics or commencing your first year of advanced training in 2020
- general registration with the Medical Board of Australia
- current registration with the Royal Australasian College of Physicians (RACP).

**Selection criteria**

The pathway selection criteria are as follows:

- evidence of clinical expertise at the level of an advanced training registrar
- evidence of interest in pursuing a career in general paediatrics
- evidence of high standards of written and verbal communication with children, families and other professionals in a culturally appropriate way
- evidence of experience with teamwork and leadership
• involvement in teaching and research
• demonstrated ongoing commitment to and participation in professional development activities
• evidence of high standards of professionalism, demonstrated conflict resolution and problem-solving skills

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 Queensland 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 together with information about individual pathway training hospitals on the pathway webpage. There is flexibility for trainees to complete all of their training requirements in regional hospitals.

<table>
<thead>
<tr>
<th>Queensland Children’s Hospital Rotation</th>
<th>Townsville Hospital Rotation</th>
<th>Gold Coast University Hospital Rotation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bundaberg Hospital</td>
<td>Cairns Hospital</td>
<td>Gold Coast University Hospital NICU</td>
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<tr>
<td>Caboolture Hospital</td>
<td>Mackay Base Hospital</td>
<td>Leading Steps Paediatric Clinic</td>
</tr>
<tr>
<td>Cairns Hospital</td>
<td>Mt Isa Hospital</td>
<td>Lismore Hospital</td>
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<tr>
<td>Gladstone Hospital</td>
<td>Townsville Hospital</td>
<td>Tweed Hospital</td>
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<tr>
<td>Hervey Bay Hospital</td>
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<tr>
<td>Ipswich Hospital</td>
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<tr>
<td>Queensland Children’s Hospital</td>
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<tr>
<td>Logan Hospital</td>
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<tr>
<td>Mackay Base Hospital</td>
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<td></td>
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<tr>
<td>Mater Mothers’ Hospital NICU</td>
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<tr>
<td>Mt Isa Hospital</td>
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<tr>
<td>Redcliffe Hospital</td>
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<td>Redland Hospital</td>
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<tr>
<td>Rockhampton Hospital</td>
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<tr>
<td>Royal Brisbane and Women’s Hospital NICU</td>
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<tr>
<td>Sunshine Coast University Hospital</td>
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<tr>
<td>The Prince Charles Hospital</td>
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<tr>
<td>Toowoomba Hospital</td>
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</tbody>
</table>

**Figure 1. Pathway training facilities**
Key dates

**Application period**  
Monday 3 June – Monday 1 July 2019

**Applicant interviews**  
Thursday 1 August (Townsville)  
Tuesday 6 August (Gold Coast)  
Wednesday 7 August (Brisbane)

**Selection decision notification**  
Monday 19 August

Pathway application process

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

The pathway supports and encourages applications from Aboriginal and Torres Strait Islander applicants.

All applicants (new and current pathway advanced trainees) are required to complete a number of pathway questions in the RMO Campaign ‘Pathways 1 (Advanced Training)’ section (step 7).

The first pathway question asks:

<table>
<thead>
<tr>
<th>Are you applying for a <strong>general paediatric advanced training</strong> position through the Queensland General Paediatric Advanced Training Pathway?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Yes</strong></td>
</tr>
</tbody>
</table>

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. You are encouraged to use the standard Queensland Health medical practitioner CV template ([http://www.health.qld.gov.au/workforus/cv-template](http://www.health.qld.gov.au/workforus/cv-template)). 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)
   Select your **first and second preference** for a general paediatric advanced training pathway rotation from the following:
   - Gold Coast University Hospital Rotation
   - Queensland Children’s Hospital Rotation
   - Townsville Hospital Rotation

2. RMO Campaign ‘Preferences’ (step 10)
   Complete your **first preference** as follows:

   ![Preference Selection](image)

   To ensure you are considered for positions in the event you are unsuccessful in obtaining a pathway position, indicate your preferences 2–5 for other hospital placements.

**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.

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 advanced 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 an advanced trainee on the Queensland General Paediatric Advanced Training Pathway. Subject to satisfactory performance—as confirmed by your director of paediatric medicine and current supervisor—you will continue on the pathway and be reappointed to your allocated pathway facility.

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

**Preferences – current pathway advanced trainees**

RMO Campaign ‘Preferences’ (step 10)

Complete your **first preference** as follows:

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>What is your first preferred facility? *</td>
<td>College/Pathway/Network (Determined)</td>
</tr>
<tr>
<td>What is your first preferred position? *</td>
<td>Registrar</td>
</tr>
<tr>
<td>What is your first preferred Specialty? *</td>
<td>Paediatrics</td>
</tr>
<tr>
<td>What is your first preferred Sub-Specialty? *</td>
<td>General Paediatrics (AT)</td>
</tr>
</tbody>
</table>
Referees

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

New applicants:
1. Your current educational supervisor (ES) or director of paediatric education
2. A recent paediatric supervisor (you must have worked with closely within the last two years)

Current pathway advanced trainees:
1. Your current advanced training supervisor
2. A recent paediatric supervisor

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 and include comments to reflect your true abilities.
- 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 a panel of College recognised directors of paediatric medicine and directors of paediatric education.

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.

Condition of offer

It is assumed successful applicants will accept the two-year pathway position to which they have been allocated. If an applicant 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 paediatric medicine of their allocated facility and notify the pathway at Paediatric-Training@health.qld.gov.au.

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

**College training:** Email: GeneralPaedsAdvanced@racp.edu.au  