

How to apply

This document provides guidance on recruitment and selection processes for the Queensland Basic Paediatric Training Network. It outlines the selection requirements for eligible applicants and includes guidelines for preparing an application.

Contents

What is the network?	2
Eligibility criteria	2
Casper – Situational Judgement Test	3
Selection criteria	3
Key dates	3
Applications	4
Network specific questions	4
Current year of basic training	4
Paediatric Clinical and procedural experience	4
Part-time positions	5
Non-network positions	5
Referee details	5
Selection process	5
Interviews	6
Appointments	6
Special consideration	6
Contacts	6
Further information	7

What is the network?

The network applies to all first and second year basic paediatric trainees seeking an appointment in Queensland.

The network:

- aims to improve access to training and broaden existing clinical experience available to paediatric trainees, including managing complex patients in regional settings.
- aims to increase the capacity for and quality of paediatric training across Queensland, through a centralised selection and allocation process.

The network comprises four rotations that consist of a defined group of metropolitan and regional Royal Australasian College of Physicians (RACP) accredited training hospitals, through which trainees rotate to complete the requirements of the College for their basic training. Network trainees are allocated a Director of Paediatric Education (DPE) who will be responsible for approving all basic training.

Queensland Children's Hospital Rotation	Townsville University Hospital Rotation	Gold Coast University Hospital Rotation
Queensland Children's Hospital Bundaberg Hospital Caboolture Hospital Cairns Hospital Hervey Bay Hospital Ipswich Hospital Logan Hospital Mackay Base Hospital Redcliffe Hospital Redland Hospital Rockhampton Hospital Sunshine Coast University Hospital The Prince Charles Hospital Toowoomba Hospital	Townsville University Hospital Ipswich Hospital Queensland Children's Hospital Logan Hospital Townsville University Hospital including Royal Darwin Hospital Rotation Townsville University Hospital Queensland Children's Hospital The Royal Darwin Hospital	Gold Coast University Hospital Bundaberg Hospital Queensland Children's Hospital Logan Hospital Redland Hospital

The Royal Darwin Hospital accepts first year trainees as part of the Queensland Network. These trainees are governed through the Townsville rotation and will complete 12 months in Darwin, 12 months in Townsville and 12 months at The Queensland Children's Hospital. Applicants who select this option may as a result be offered an employment contract that is not from Queensland Health.

Eligibility criteria

The eligibility criteria for new applicants at the time of application are:

- general registration with the [Medical Board of Australia](#)
- eligible for registration as a recognised trainee of the [Royal Australasian College of Physicians](#) (RACP) at the time of appointment to the network
- commencing your first or second year of paediatric training in 2023

- commencing your post graduate year three (PGY3) or above in 2023

Casper – Situational Judgement Test

The network is collaborating with the College to pilot a pre-interview screening assessment of personal and professional attributes included in the selection criteria for Basic Training.

As part of your application for first-year training in 2023, we request that you complete an online assessment called "Casper", a form of "situational judgement test", ideally during the RMO application period or before interview offers are allocated. The assessment has been designed for the College by Altus Assessments, who will host the assessment online. You can complete the assessment at home or in a quiet private venue of your choice on one of two dates offered for the Network. The assessment is free of charge.

Further information about the pilot and how to register for Casper is available [here](#) on the RACP website.

Test Dates

Wednesday 16 June 7:00pm AEST

Saturday 9 July 5:00pm AEST

Selection criteria

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described in the network role description, the ideal applicant will be someone who can demonstrate the following:

- **commitment to pursuing a career as a paediatrician**
- **clinical skills, knowledge and personal attributes consistent with those required for appointment as a first/foundation year basic paediatric trainee at PGY3 or above**
- **ability to work in a complex clinical environment**
- **excellent verbal and written culturally appropriate communication skills**
- **leadership, teamwork, problem solving and conflict management skills**
- **participation in teaching, ability to plan and manage their learning in a clinical environment**
- **professional and ethical behaviour in clinical and training environment**
- **commitment to Queensland**

Key dates

Refer to the [key dates](#) on the network webpage.

Applications

Applications must be submitted through the [Queensland Health RMO Campaign](#). The network supports and encourages applications from Aboriginal and Torres Strait Islander applicants. Late applications will not be accepted.

Preparing your application

When preparing your application, you should review the role description, which outlines assessment criteria, which all applicants will be assessed against to determine eligibility and suitability for a position. You will also be required to provide a copy of your curriculum vitae (network specific template) and complete a paediatric clinical and procedural experience template. These documents can be prepared in advance and uploaded when completing your application and are available on the [network webpage](#).

Network specific questions

Applicants will need to select **YES** when asked if you are applying to the Basic Paediatric Training Network otherwise, you will not be considered. After selecting **YES**, you will be required to upload a short statement addressing specific questions, outlined in the RMO application.

You will also be asked to indicate rotation and hospital preferences as well as global RMO position preferences in the event that you are not successful in obtaining a network position.

Current year of basic training

You are asked to indicate which basic paediatric training year you are expecting to commence next year. This information will assist the committee in determining your eligibility for appointment to the network. You may be asked to provide evidence of selection if you are trainee applying from interstate who is already enrolled with RACP.

Paediatric Clinical and procedural experience

You are required to upload detailed information about your recent clinical experience-up to the last three years which may include your intern year. You must provide information for all of your terms including your current term. As part of this question you will be provided with a weblink to an approved clinical experience template that you must complete, save and then upload in response to this question.

In addition to previous experience you will also be asked to provide details of terms you are expecting to complete in the second half of the 2022 training year, if this information is available to you and list of paediatric procedures that you have observed and performed. Once you have completed the paediatric clinical and procedural experience template it is recommended that you save this to your desktop and then upload this document as your question response.

Rotation preferences

You are asked to indicate your first, second and third preference for a network rotation as per the figure on page 1. You will also be asked to indicate the following preferences:

- preference for a hospital placement regardless of your rotation preference
- preference for a metropolitan non-tertiary hospital
- preference for a regional non-tertiary hospital

All network applicants will be assessed and notified of the outcome of their application. Successful applicants will generally be offered a 12-month Senior House Officer (SHO) temporary appointment. Depending on previous experience, attributes, skills and training locations, some applicants may be offered an appointment at registrar level upon joining the network.

Part-time positions

Queensland Health encourages and supports the implementation of flexible work practices including the provision of part-time employment and job-sharing arrangements. If you would like to be considered for a part-time training position it is recommended that you notify the network at the time of interview. Part-time positions are subject to availability and approval by the employing hospital

Non-network positions

In the event that you are unsuccessful in obtaining a network position, you may wish to be considered for a non-network paediatric position. It is recommended that you complete Section 10, RMO preferences, 2-5 for non-network paediatric positions by nominating a facility and a position, eg Registrar, PHO or SHO in paediatrics.

Referee details

1. You will be required to nominate two (2) referees, who will each be contacted to provide information about your relevant skills and experience. Queensland Health (via the RMO Campaign) will contact each nominated referee directly using the contact information you provide in your application. You are advised to inform referees of your nomination before submitting your application and to also ensure that they are not on leave.
2. You are required to nominate two specific referees as follows:
 - Your current/immediate supervising consultant, who has observed your daily clinical work
 - The supervising consultant from your most recently completed paediatric term, who has observed your daily clinical work. If you have not completed a paediatric term, then another of your recent previous supervising consultants may provide the reference.
3. Information provided by your referees will be used in conjunction with your application to determine your suitability for appointment to a network position. It is the responsibility of each applicant to ensure that referees are nominated according to these specifications and that both reports are received by the date indicated on the [network webpage](#) in order for your application to be considered.

Selection process

Selection will be overseen by a panel of college recognised Directors of Paediatric Education (DPEs), Directors of Paediatric Departments, Paediatric Consultants and Advanced Trainees. Applicants will be

shortlisted for interview based on their application, CV, short statement and referee reports. Shortlisted applicants will be contacted to arrange an interview. Following interviews, all applicants will be ranked in order of merit, and will be notified of the outcome of their application.

Successful applicants will be offered a three-year network position in one of the four rotations. This will be based on merit ranking, previous clinical experience, and hospital preferences. Unsuccessful applicants will be notified and given the opportunity to re-preference their application to be considered for other (non-network) positions with Queensland Health.

Interviews

Network interviews will be held virtually for all applicants. Interviews are a six station Multiple Mini Interview (MMI) assessment with each station covering a specific domain e.g. Communication. Each station has one panel member who may be a senior medical officer, advanced trainee or a non-clinical representative. Panels will be standardized, so you may be offered an interview on any of the given days based on the number of applicants. The MMI process takes approximately 1 hour.

Appointments

Appointment of new trainees

Employment contracts will be arranged by the facility where the trainee commences network training. For trainees allocated to the Royal Darwin Hospital, this will mean a non-Queensland Health employment contract for the first 12 months on the Network. Successful applicants will generally be offered a 12 month Senior House Officer (SHO) temporary appointment followed by two, 12 month registrar level temporary appointments, however the level of appointment will be determined by individual hospitals.

Depending on previous experience, attributes, skills and training locations, some applicants may be offered an appointment at registrar level upon joining the network.

All network trainees can be promoted to registrar status at any point in time during their training, at the discretion of their employing hospital. All trainees are subject to a satisfactory annual performance review for continuation on the network. This will be determined by a progress review panel.

Special consideration

It is recognised that some trainees may have exceptional circumstances that will require minimal geographical relocation during basic training. If you believe you have a major medical or social issue that will preclude you from fulfilling a year of training in a regional site (if allocated), you are invited to apply for special consideration. Refer to the *Special consideration guidelines* on the [network webpage](#).

Contacts

Network Medical Director

Dr Vanaja Sabesan

Medical Vocational Training Pathways

Queensland Country Practice
Email: Paediatric-training@health.qld.gov.au

Queensland Directors of Paediatric Education (DPE)

Dr Nitin Kapur

Queensland Children's Hospital
Email: Nitin.Kapur@health.qld.gov.au

Dr David Levitt

Queensland Children's Hospital
Email: David.Levitt@health.qld.gov.au

Dr Tung Vu

Gold Coast University Hospital
Email: Tung.Vu@health.qld.gov.au

Dr Vanaja Sabesan

Townsville University Hospital
Email: Vanaja.Sabesan@health.qld.gov.au

Contact: Dr Peter Morris
The Darwin Hospital
Email: Peter.Morris@menzies.edu.au

Further information

Please contact Paediatric-Training@health.qld.gov.au for further information about the network or the application process.

Version date: April 2022