

# Queensland intensive care training pathway

## How to apply

This document will assist you in completing your application for a Queensland intensive care training pathway position.

Documents relating to intensive care pathway recruitment are available on the pathway webpage <https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/recruitment/training/intensive-care>.

## What is the intensive care training pathway?

In Queensland intensive care training positions are managed through the intensive care training pathway.

The pathway:

- provides centralised selection and allocation of intensive care medicine trainees to accredited adult and paediatric intensive care units in Queensland
- assists trainees' progression through the College of Intensive Care Medicine of Australia and New Zealand (CICM) training program with the effective use of hospital training positions in Queensland
- where possible, will arrange anaesthesia and medicine placements that are required as part of the training program
- aims to match trainees to positions taking into account individual training requirements, preferences and workforce demands
- improves statewide consistency and quality, in association with trainee equity, flexibility and choice.

To become a CICM trainee you need to register with the college (<http://cicm.org.au>). The college is responsible for setting the training curriculum and assessment standards for doctors pursuing a career in intensive care medicine.

## Eligibility criteria

1. Registrars currently on the Queensland intensive care training pathway
2. New applicants:
  - General or limited registration with the Medical Board of Australia
  - registration with the College of Intensive Care Medicine of Australia and New Zealand or eligible to register after completing six months experience in a CICM accredited unit
  - two years or more postgraduate clinical experience (preferably with some experience in critical care medicine).

Trainees from other specialist training colleges who are seeking a short-term intensive care rotation should NOT apply for an intensive care training pathway position. You should instead contact individual unit directors directly to negotiate these placements.

## Selection criteria

The key selection criteria are:

- an interest in pursuing a career in intensive care medicine and the capacity to complete the training program
- excellent communication, interpersonal and problem solving skills
- satisfactory academic record and work experience
- willingness to participate in research, quality assurance, teaching and education.

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

## Key dates

Application period	Wednesday 7 June — Wednesday 5 July 2017
Applicant interviews (multiple locations)	Monday 24 July, Tuesday 25 July or Thursday 27 July 2017
Selection decision notification	Monday 4 September 2017

## Pathway application process

Applications must be submitted online through the Queensland Health RMO Campaign ([www.health.qld.gov.au/rmo](http://www.health.qld.gov.au/rmo)) during the period specified above. Late applications are not accepted.

All applicants seeking an intensive care training pathway position are required to answer a set of questions relating to pathway recruitment (in step 6 of the RMO Campaign application form)

Select 'Yes' to the first pathway question and complete all subsequent questions.

Are you applying for a position on the **Queensland Intensive Care Training Pathway**?

Visit the [Queensland Intensive Care Training Pathway](#)  website for further information to assist with your application. \*

Yes

No

*If you are seeking a short-term or non-pathway intensive care placement, you will need to select NO to this option.*

## New applicants

New pathway applicants will be required to upload a **short statement** (250–500 words) indicating how your experience, skills, abilities, knowledge and personal qualities are relevant to the pathway [selection criteria](#)

## Current trainees

Current trainees:

- have previously been offered and accepted a position on the pathway in Queensland in the last 12 months
- or are a dual trainee who has deferred a position.

Current trainees are required to nominate one of the following pathway **rotation** preferences for term 1 and term 2:

- intensive care
- paediatric intensive care
- medicine
- anaesthetics

It is strongly recommended that you discuss your individual training requirements with your local supervisor of training. This discussion should inform which rotation you request. Your rotation preference will assist the pathway in determining specific rotations required, but it is not a guarantee of placement. If your request for an anaesthetic or medicine rotation is unsuccessful, you will be considered for an intensive care rotation.

## Preferences – pathway intensive care facilities

All applicants are required to preference an accredited intensive care facility from the drop down list of hospitals available. This list is NOT for medicine or anaesthesia rotations.

Applicants will be asked to preference three (3) intensive care facilities. Your preferred facility should be selected as your first preference and your least preferred facility should be selected as your third preference. **You must only preference facilities that you would accept if offered to you.** Further information about each unit is available in the pathway training hospitals document on the pathway website.

Due to competition for positions in metropolitan units, applicants are encouraged to consider preferencing regional units which offer a varied case mix supported by a strong educational training program.

## RMO Campaign preferences

In addition to your pathway specific preferences, applicants are required to nominate **position** preferences.

**IMPORTANT:** To be considered for a pathway position you **MUST** nominate the following as your first preference:

- Facility – college/pathway/network (determined)
- Position – registrar
- Speciality – intensive care medicine or paediatric intensive care
- Sub-specialty – none (ICU) or none (PICU)

### If you are a current pathway trainee:

- a. **requesting an anaesthetic rotation** you should nominate your **first preference** as *college/pathway/network (determined)/registrar/intensive care medicine*. Note: You will only be considered for an anaesthetic rotation via the pathway if you are registered with the CICM.
- b. **requesting a medicine rotation and you would like the pathway to organise your rotation** you should nominate your first preference as *college/pathway/network(determined)/registrar/intensive care medicine*.
- c. **requesting a medicine rotation and you plan to organise your own medicine rotation**, you should nominate the following as your first preference:
  - facility - your nominated **medicine facility**
  - position - **registrar** or **principal house officer**
  - speciality - **medicine**
  - sub-specialty – nominate a **sub-specialty** (do NOT select Basic Physician Training option)

### Preferences two to five

To ensure that you may be considered for an alternative Queensland Health position should your application for the pathway be unsuccessful, you are advised to nominate non-pathway positions (e.g. PHO in intensive care, SHO etc.) for preferences two–five within the RMO Campaign preference section.

## Curriculum vitae

You will be asked to upload your current curriculum vitae (CV) in the RMO Campaign application: the standard Queensland Health 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 such as clinical experience to date, involvement in professional, leadership and extra-curricular activities, and participation in teaching and research. The information you provide in your CV will be assessed by the pathway selection committee.

## Referees

You are required to nominate **two referees** as specified below:

1. your current or immediate supervising consultant
2. other supervising consultant who has observed your daily clinical work.

### Important points

- Your referees must be able to comment on your skills and experience and have **worked with you directly within the last two years**.
- At least one referee—but ideally both—must have **directly observed your clinical skills**.
- 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 received** in order for applications to be considered complete and assessable.
- 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

The recruitment and selection process will comply with relevant Queensland Health human resource policies including the principles of equal employment opportunity. All applications to the pathway will be reviewed by the Intensive Care Training Pathway Oversight Committee. The committee uses assessment criteria to determine [eligibility](#) and [suitability](#) of applicants for appointment to pathway positions within Queensland Health.

- Current pathway trainees will be subject to a satisfactory annual performance review by their unit director and supervisor of training prior to reappointment each year. Current trainees with performance issues may be required to attend a meeting with their supervisor of training and the pathway medical advisor and should not assume that they will be offered a position: training places will be awarded based on candidate performance and training needs.
- New applicants who are deemed suitable will be ranked using a merit-based scoring system based on CV, short statement and interview assessment scores.

## Interviews

New pathway applicants should make themselves available for an interview on one of the [dates](#) provided. Pathway interviews will be held in multiple locations and in person attendance is preferred. Failure to attend will result in your application being deemed unsuccessful.

## Allocation

Selection will be overseen by unit directors. Positions will be allocated on the basis of rank in accordance with the applicant's preferences, training requirements and workforce needs.

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

## Appointment

Successful pathway applicants will be allocated to a training facility for 6–12 months and will be notified of the selection outcome at the conclusion of the pathway selection process. Refer to the [key dates](#) section of this document.

Appointments (employment contracts) will be arranged annually by the employing facility.

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

## 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: [QldICUTraining@health.qld.gov.au](mailto:QldICUTraining@health.qld.gov.au)  
                          Web: <https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/recruitment/training/intensive-care>
- College training:    Email: [cicm@cicm.org.au](mailto:cicm@cicm.org.au)  
                          Web: <http://cicm.org.au/>