

Preamble

Since the establishment of a Code of Conduct in 2003, there have been a number of health services that have been given permission to exempt some or all of their PGY2+ positions from the centralised HMO recruitment processes (Matches) conducted by the Postgraduate Medical Council of Victoria (PMCV).

This has enabled these positions to be recruited directly by the individual health services concerned. Exempted posts could be offered to current interns who wished to stay on at that health service; many of these were Australian trained graduates. Many rural health services also exempted positions from the HMO Match as they were left with vacant posts after the release of the Match results and then had to recruit directly to fill these posts. This was a critical timing issue and often recruitment was of international medical graduates as there were no available Australian trained graduates to fill these posts. Health services could also seek to exempt positions for IMGs that they already employed but who required supervised rotations in order to gain general registration.

Now that the cohort of locally trained Australian graduates has significantly increased, there is a need to ensure that there are sufficient PGY2 posts available to all prevocational doctors completing internship in Victoria upon gaining general registration. Additionally, many rural health services are now building comprehensive PGY2 training programs/posts which provide an opportunity for career progression and transition to vocational training. A sound understanding of the PGY2+ dataset is also essential for state-wide workforce planning and accreditation purposes.

Principles of HMO Matches

- That all Victorian health services will maximise the number of positions that they include in the HMO Matches.
- Health services and candidates that rank each other highly will be matched through the Match process without requiring withholding of places.
- It is recognised that rural health services are developing local vertically-integrated training pathways and may wish to retain local candidates into their PGY2+ positions, however they are still encouraged to utilise the HMO Matches for this purpose. This may mean having a mix of positions in the match and available for direct recruitment prior to the running of the matches.

Criteria for Exemption

Health services may seek exemption for positions from the HMO Matches in the following circumstances:

In relation to the Position

1. PGY2+ positions that are not a part of a rotational program, and that cannot be readily incorporated into an overall PGY2 year rotational program (e.g. Full year ED/Psychiatry positions). Health services are however encouraged to incorporate PGY2/3 positions into rotational programs where possible.
2. PGY2+ positions that have been traditionally withheld by smaller rural health services due to past experience of not filling via the Match. However, rural health services are encouraged to include a proportion of their PGY2+ positions in the Matches, as it is expected that greater

numbers of prevocational doctors will be applying for these positions in the future. This also ensures awareness of comprehensive offering of PGY2 positions at Victorian facilities.

3. Pre-Match offers, Health Services are able to offer current employees positions within their health services prior to the Match commencement. All pre-match offers must be reported to PMCV.

In relation to the Candidate

1. IMG candidates that are not eligible for the HMO Match (e.g. rural health service-employed IMGs).
2. Candidates from specific regional workforce initiatives e.g. Victorian Rural Generalist Program/Victorian Rural Medical Scholarship Program.
3. A candidate employed on a multi-year contract by a health service.
4. A candidate that has accepted a pre-match offer at their current Health Service.

Management of the Process

Health Services that identify positions for exemption from the HMO Match are requested to report these to Allocation & Placement Services at PMCV in the following format, where they will be noted by the HMO Managers Reference Group.

Health Service	Post - Description	No. of PGY2 posts in previous year's match	No. of PGY2 posts in this year's Match	No. of Posts to be exempted	Reasons for exemption
St Elsewhere's Hospital	HMO 2 yr Medical	20	23	2	Category 3
	HMO 2 yr Surgical	24	23	6	Category 2
	HMO 2 yr General	12	12	3	Category 2
	RACGP (HMO 2/3yr)		2	0	N/A
	ED 12/12	N/A	N/A	5	Category 1

***Category 1 = PGY2+ positions that are not a part of a rotational program**

Category 2 = PGY2+ positions in rural health services that have not filled via the match

Category 3 = IMG candidates that are not eligible for the HMO Match

***Category 4 = Candidates from specific regional workforce initiatives**

***Category 5 = A candidate employed on a multi-year contract by a health service**

***Category 6 = A position that has been filled by a pre-match candidate**

**The names of candidates in categories 1, 4, 5, and 6 must be reported by the health service where they have accepted an offer, to the PMCV, as part of the pre-match offers process.*

Conditions when recruiting to HMO positions outside of the Match:

A conflict can occur when a health service recruits a HMO position outside of the Match, and the recruited candidate is registered in the HMO Match. Health services agree that the outcome of the Match is binding, therefore to prevent recruited candidates from being matched to another health service the following conditions apply:

- All HMO positions exempt from the Match must be offered and accepted prior to the closing date for withdrawal from the Match. The HMO Match dates will be agreed by the first HMO Manager's Reference Group prior to publication.
- Health services may request evidence from the candidate that they recruited prior to the Match, that they are not registered in the Match. This can be in the form of an email from the Allocation & Placement Service stating that they are not in the Match.
- Health services will inform candidates that they have recruited prior to the Match that their offer of employment will be rescinded if they remain in/enter the match.
- Health services will provide a list of the candidates that they have offered to prior to HMO Match withdrawal date. PMCV will notify a health service if a candidate is still in the match.
- Candidates who remain in the match/do not withdraw from the match within the published timeframe are bound by their matched position.
- Health Services are strongly discouraged from releasing matched candidates for the reason that they accepted a Victorian offer prior to the match. However, this circumstance should not occur if the above conditions are enforced.
- PMCV will provide Health Services with access to a list of matched candidates after the Matches have taken place. Candidates on this list must not be offered a position by another Victorian health service that has vacancies. This matched list will include all candidates who accepted an exempt position, including reported pre-match offer acceptances.