

# POSTGRADUATE MEDICAL COUNCIL OF VICTORIA

## Rural Generalist Advanced Match Rules 2024-2025

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VICTORIAN  
RURAL GENERALIST  
PROGRAM



# Victorian Rural Generalist Program

## Rural Generalist Advanced Match

### Match Rules 2024/2025

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## 1 INTRODUCTION

The Postgraduate Medical Council of Victoria Inc. (PMCV) administers the Victorian Rural Generalist Program (VRGP) Rural Generalist Advanced Match on behalf of the Victorian Department of Health (DH).

The VRGP in conjunction with the Regional Networks, is responsible for the coordination, placement, prioritisation, and development of DH subsidised RGA posts across Victoria. This provides a formalised and equitable process for the distribution of RGA posts across Victorian public Health Services with the aim of addressing community need for Rural Generalists.

The VRGP is a defined pathway that trainees may have begun in their Intern year (RG1) and will continue through RG2, others may join via lateral entry, and continue on a pre-determined career pathway which includes an Advanced Skill post. These trainees are eligible for consideration for a **pre-match** position, which will occur **prior** to the Match commencing.

Positions for eligible Pre-Match candidates will be funded by the Victorian Department of Health via the VRGP.

Positions within this Match may or may not be funded dependent on whether the candidate fits within the VRGP Criteria. VRGP Coordination Unit will make this assessment and Health Services will be advised of a candidate's eligibility for funding prior to ranking.

## 2 GLOSSARY

Defined VRGP Pathway	Candidate who entered program RG1 (internship) and/or lateral entry trainees in RG2 or later years. Pathway developed with VRGP or interstate providers.
Current Region	Trainee or Fellowed candidate currently working in the region that the position is in.
Rural Generalist Registrar	A Rural Generalist registrar is considered a registrar training towards a FACRRM and/or the FRACGP-RG (Rural generalist) or FRACGP plus FARGP (not FRACGP in isolation). RACGP PEP (Practice Experience Program) Program trainees are not eligible as they are unable to enroll in the FRACGP-RG.
FRACGP	Fellow of the Royal Australian College of General Practitioners.
FACRRM	Fellow of the Australian College of Rural and Remote Medicine

## 3 GENERAL RULES

1. The PMCV will administer the Rural Generalist Advanced Skills Match (RGA) in accordance with the published Code of Conduct on the PMCV's Allocation & Placement Service website. This document forms part of the Code of Conduct.
2. PMCV and VRGP are responsible for developing the Match process. Participating Health Services are responsible for organising their own selection process.
3. Both candidates and Health Services rank their preferences in accordance with the Allocation & Placement Service process and the Code of Conduct.
4. Health Services determining the ranking order of candidates should factor in the assessment recommendations of the VRGP Coordination Unit following their assessment of candidate's recorded video interviews. This assessment will indicate if the position was allocated to the candidate, whether the position would be eligible for VRGP funding.  
Health Services undertaking final candidate rankings via APS, have the sole responsibility of the employing Health Service and accept to fund the position themselves, if it has been indicated that VRGP funding is not available for this candidate.

5. Candidates who have been deemed not suitable for the VRGP Program, while are able to be matched as a Priority Group 3 Unfunded candidate, will not have Health Service funding by VRGP for the position.
6. PMCV has the authority to amend a candidate's priority group ranking based on the outcomes of any VRGP Assessment.

## 4 FUNDING OF VRGP POSITIONS

The Victorian Department of Health (DH) funds Health Services for RGA posts through the Victorian Rural Generalist Program (VRGP). The funding subsidises advanced skill education, training, and supervision within Victorian Health Services. VRGP funded positions will be placed in a rural area, where training positions are accredited and appropriate. *VRGP will only support training in metropolitan areas where it is not possible or impractical in a rural location.*

Candidates who are deemed unsuitable for VRGP (see 7.7 VRGP Coordination Unit Assessment), may remain in the Match.

Health Services will be advised at the time of assessment that they may consider the candidate and rank the candidate, but that the candidate will be categorised as an "Unfunded Group 3" candidate and the Health Service will not receive VRGP funding, if matched.

If a Health Service does not want to consider unfunded candidates, they should not include them in their rankings.

PMCV will confirm with VRGP the appropriate Priority Group for all candidates and amend the candidate's Priority Group as required.

Detailed information on candidate eligibility criteria, including in relation to accessing funding to undertake a second RGA post, is provided in the [Rural Generalist Advanced Post Guidelines 2024](#).

## 5 VRGP MATCH STAGES

The process of matching RG trainees to VRGP RGA positions is undertaken jointly by VRGP and the Postgraduate Medical Council of Victoria (PMCV).

The RGA matching process is undertaken in three phases to ensure RGA training positions are allocated fairly and in accordance with Department and VRGP funding objectives.



## 6 PRE-MATCH

Pre-matches are available to **Priority Group 1a, 1b and 2** candidates on a defined VRGP pathway within their region. Some Priority Group 1 candidates may be on existing multi-year contracts with a particular Health Service.

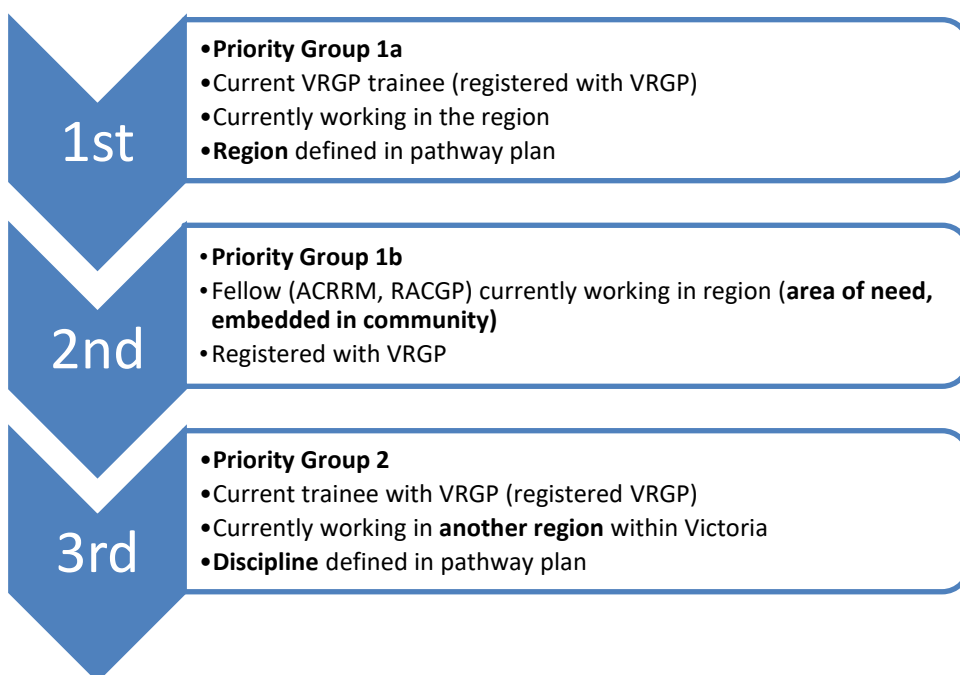
The pre-match process sits outside the PMCV Match and is administered by the VRGP. Any questions relating to pre-matches should be directed to the VRGP Coordination Unit.

**Candidates who accept a pre-matched position are not eligible to apply to the RGA Match for any other positions. Candidates may be withdrawn from the Match by PMCV.**

Should there be multiple candidates interested in one available VRGP RGA position, or a candidate on the VRGP pathway be interested in multiple positions, then each health service is able to run a competitive process to select a pre-match candidate. Candidates unsuccessful at pre-match are able to participate in the PMCV match.

Formal recognition of RGA pre-match positions will be endorsed by each regional network, collated by Regional Coordinators and provided to the VRGP Statewide team for registration with PMCV prior to the PMCV pre-match deadline of **26 May 2024**. All pre-matches must meet the selection and prioritisation criteria which provide clear guidelines for recruitment of RGA trainees.

Pre-matches are coordinated by VRGP in the following Priority match order.



## 7 PMCV – RURAL GENERALIST ADVANCED (RGA) MATCH

### 7.1 PMCV MATCH ELIGIBILITY

Training Colleges will confirm a candidate's eligibility to undertake Advanced Training. Funded RGA training posts are open to applications from candidates who meet the following criteria:

#### 1. Recognised training pathway

- a. Rural Generalist registrars on, or awaiting acceptance on to, a recognised training pathway such as the:
  - i. Australian General Practice Training Program (AGPT) or College led training pathways once established.
  - ii. Remote Vocational Training Scheme (RVTS)
  - iii. Australian College of Rural and Remote Medicine (ACRRM) Independent Pathway (IP) or Rural Generalist Training Scheme (RGTS)

(NOTE: A Rural Generalist registrar is considered a registrar training towards a FACRRM and/or the FRACGP-RG (not FRACGP in isolation). RACGP PEP Program trainees are not eligible as they are unable to enrol in the FRACGP-RG.) RACGP FSP trainees may be eligible.

- b. Fellowed General Practitioners (FRACGP) obtaining advanced skills to become a Rural Generalist. FRACGP candidates must have enrolled in the Rural Generalist program (FRACGP-RG) prior to commencement in the RGA position and be committed to completing all requirements of the RG program.
- c. Existing Rural Generalists (FACRRM, or FRACGP with either FARGP or FRACGP-RG) who wish to undertake a second advanced skill to fill an identified community need.

## **2. Registration with the VRGP**

All candidates must register with the VRGP. This applies to all Priority groups. Registration must be completed prior to the commencement of the recruitment process (i.e. pre-match or match).

- 3. General Medical Registration** - All candidates must have full General medical registration in Australia at the time of application.
- 4. Hospital Experience and other College pre-requisites** – Candidates must demonstrate they have / will have completed college experience required pre-requisite to commencing their advanced training year.

Details of acceptance by relevant GP college must be included in the CV. In the case of candidates awaiting confirmation of college acceptance prior to applying for RGA post/s in the match, it is essential to provide both details of the college applied to and information to support that they will comply with any college prerequisites required for the RGA post/s.

- 5. Grants and funding** - All candidates must declare if they are in receipt of other training or research grants which they may be simultaneously receiving during the RGA training period. This grant or funding will be reviewed under the Department's funding conflict of interest terms to identify if the RGA training funding should be reduced in relation to other grants.
- 6. Additional criteria** - Candidates may be required to confirm with PMCV via the registration process, and later by providing to Health Services, evidence of mandatory workforce details such as their MBBS or equivalent qualification, current and satisfactory Working with Children and National Police Check, evidence of an active Medicare provider and prescriber number.

**Eligible trainees who have accepted VRGP funded Advanced Skills Position pre-match are not eligible to participate in the VRGP Advanced Skills Match.**

**Positions that have been pre-matched to eligible trainees cannot be included in the VRGP Advanced Skills Match process.**

## **7.2 INTERNATIONAL MEDICAL GRADUATES (IMG)**

International Medical Graduates are eligible for any of the Priority Groups listed above providing they meet the criteria listed in both the eligibility section (including General registration) and the relevant Priority Group Section.

Candidates who do NOT have General medical registration in Australia are NOT ELIGIBLE for the RGA Match.

To be eligible under the category Australian Medical Council Graduate (Australian permanent resident) the candidate must meet the following criteria:

- Successfully completed both the Australian Medical Council (AMC) MCQ and the Clinical Examination
- Hold Australian permanent residency or citizenship.
- Hold General (unconditional) medical registration with the Australian Medical Board or currently completing board requirements which will grant the candidate General (unconditional) medical registration by the beginning of February 2025.

International Medical Graduates must also be able to meet all the Match eligibility criteria.

### 7.3 SPECIALITY PRE-REQUISITIES

RACGP and ACRRM Advanced Skill curriculums may have pre-requisites/assumed prior experience requirements. Candidates MUST have checked that they meet the pre-requisites for the discipline they intend to preference.

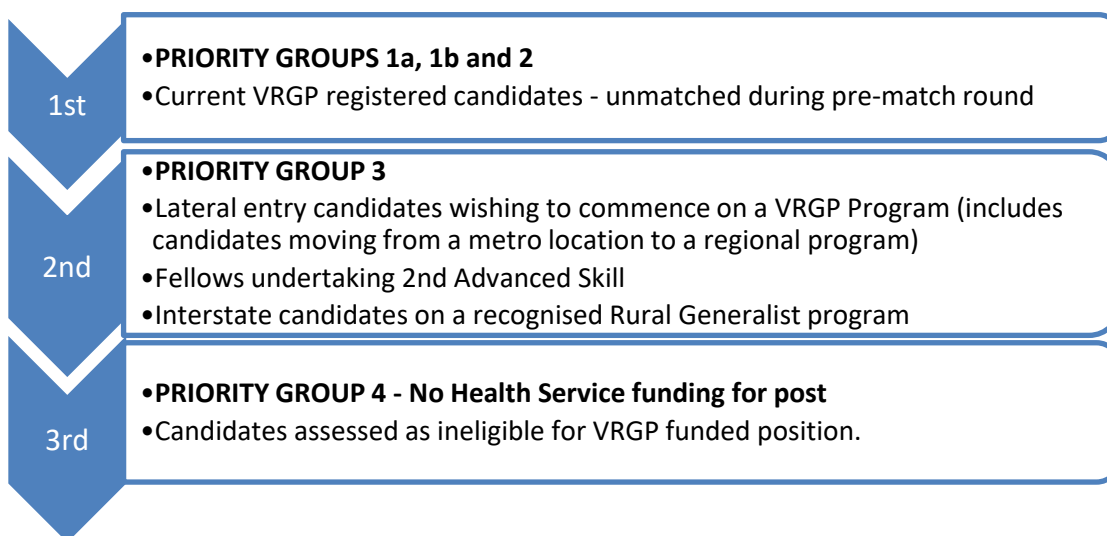
Candidates attest through the application process that they do meet the pre-requisites for each discipline they preference. Should a candidate be matched, and it is later determined that the pre-requisite requirement hasn't been fulfilled, the match offer will be rescinded.

### 7.4 PRIORITY GROUPS

Priority Groups are determined, to ensure prioritisation of candidates based on the VRGP objectives. There will be only one Round in the Match, however the algorithm will be run three times to add in the candidates in order of priority, to be matched to vacancies.

Candidates deemed ineligible for VRGP funded positions will be in the final allocation of the algorithm. Eligibility for the VRGP is determined by the VRGP Coordination Unit during their assessment phase. Health Services will be notified which candidates will not be eligible for funding and the candidate's eligibility will be amended to Unfunded Group 3.

The priority list and allocation of Rural Generalist for 2025 RGA positions in Victoria is as follows:



## 7.5 REFEREE REPORTS

The PMCV has a centralised referee collection and distribution process within the Allocations & Placement Service website. All hospitals and health services participating in the Advanced Skills Matching Service have agreed to use a standardised Referee Assessment Form.

All candidates participating in the RGA Match must ensure that **two (2)** of the Referee Assessment Forms are submitted via the APS.

### Process Overview

- Candidates nominate referees via their account on the matching website (Nominate Referees area).
- The nominated referee automatically receives an email with a link to a unique URL.
- The nominated referee completes the form, and it is saved on the APS Website.
- Health Services candidates nominated a preference for, have access to completed referee reports.

Candidates only nominate more than two (2) referees so please consider the choice of referees.

PMCV DO NOT follow up with referees to complete the Referee Assessment Form, **it is the candidate's responsibility to ensure the candidate's nominated referees complete the form on time.** Some emails can be lost to spam filters etc. Once candidates have nominated a referee online, check with them directly to ensure they have received the email. Referee reports must be completed by Sunday 23 June at 5pm.

Should a candidate not have references from two nominated referees, this will limit a Health Service's ability to assess the candidate and/or for shortlisting for a subsequent interview or the ranking process.

## 7.7 VRGP ASSESSMENT OF ELIGIBILITY FOR FUNDING

VRGP Coordination Units Representatives will assess candidate videos to determine if the candidate is eligible for a VRGP funded position.

Candidates deemed as not meeting the eligibility criteria of the Program can still be considered by Health Services, but the Health Service will not receive VRGP funding for the position. Candidates will be included in the Unfunded Group 3 of the match process.

Funding of VRGP candidates is at the sole discretion of VRGP. The assessment outcome will be provided to the Health Services, clearly indicating if a candidate is not eligible for funding under the Program and if matched the position would not receive funding. Health Service will input their rankings aware of which candidates are deemed ineligible for VRGP funding.

## 7.8 LIVE OR ONLINE INTERVIEWS

Should a candidate not participate in the Video Interview process, this will limit a Health Service's ability to assess the candidate and/or for shortlisting for a subsequent interview or the ranking process.

It is up to each Health Service to determine if it wishes to conduct a live or online interview, after the Video Interview. Health Services may determine that the Video Interview has provided them with sufficient information or use the Video Interview as a tool to determine the shortlist for interview.

Interviews are to be coordinated by the Health Service, who will decide on the interview panel. This panel may include a VRGP Coordination Unit Representative e.g., Statewide team, Clinical Lead or Regional Coordinator.



## 7.9 MATCHING PROCESS – AN OVERVIEW

The PMCV will administer the VRGP Advanced Skills Match on behalf of the Victorian Department of Health. The Schedule of Dates for the Match can be found on the PMCV website and via the Allocation & Placement Service website.

Both candidates and Health Services rank their preferences prior to the matching process. In accordance with the Allocation & Placement Service process, the preferences of candidates will be considered with reference to where an applicant is ranked by a Health Service. The Priority Grouping of a candidate will impact which Match round a candidate participates in.

All participating Health Services have agreed to participate in the Victorian state-wide Match, with no Health Services permitted to recruit outside the Match unless express permission has been granted by DH.

Candidates may apply to Health Services where they are interested in working (up to a maximum of 3 Health Service preferences). Health Services will have access to information only from candidates that preference them.

**Note: Under no circumstances can a Health Service make an offer to an applicant matched to another Health Service. It is recommended that Health Services liaise directly with PMCV before making an offer as there is potential for concurrent offers to be made.**

## 7.10 MATCH RESULTS

Approved candidates and PMCV registered hospital administration users will be emailed the Match results and be able to access them by logging in to the Allocation & Placement Service system.

A maximum of one offer will be made to each applicant.

Once an applicant has accepted an offer via the APS, they will not receive any further offers in Victoria. If a candidate declines an offer, they will **not** receive any further offers in Victoria. Exceptions may be considered if there are unforeseen and extenuating circumstances, to be approved by VRGP Statewide Team.

Health Services will not be making direct offers, as all allocations go through the PMCV matching process.

## 7.11 CANDIDATE DECLINE/WITHDRAW FOLLOWING OFFER

Candidates who decline an offer or have accepted a position at any stage, then later withdraw from that position, will in most cases **be ineligible to be matched to another funded VRGP Advanced Skills Position for the same year.**

Exceptions may be considered if there are unforeseen and extenuating circumstances, to be approved by VRGP Statewide Team.

## 7.12 CANDIDATE WITHDRAWAL FROM MATCH

Any applicant that does not intend to accept, or who will be unable to accept a VRGP Advanced Skills position to commence in 2025, must withdraw from the Allocation & Placement Service process by the **Match Close date for candidates on the 19 July 2024.**

Any AGPT applicants who do not receive an Offer of Training, must notify PMCV immediately and rescind their provisional placement. Please refer to section 7.13 – Provisional Matches.

### 7.13 PROVISIONAL MATCHES AWAITING TRAINING PROGRAM OUTCOMES

Candidates must be enrolled, or accepted, in an accredited Rural Generalist training program.

For candidates in the application phase with Australian General Practice Training, ACRRM Independent Pathway or Rural Generalist Training Scheme, PMCV will conduct a preliminary eligibility confirmation so that candidates can register for the Match, complete all the necessary forms, and submit preferences.

If the Training Program results are not available until after the Advanced Match is run, any Match will have a “provisional” status until the candidate receives confirmed of a Training Offer from the Training Provider (e.g. RACGP or ACRRM) with proof provided by the candidate to the PMCV.

If the candidate is successful in receiving an Offer of Training, then the “provisional” status will be removed automatically to become a **binding Match**.

If a candidate is not successful with their application to the Program they applied to, then the provisional Advanced Skill position will be re-advertised and reallocated to another candidate.

### 7.14 CANDIDATE DEFERRAL OF ALLOCATED POSITION

Deferral of placement is not available for the Advanced Skills positions. The expectation is that the successful candidate will commence their post in 2025.

## 8 CASE MANAGEMENT PROCESS

### 8.1 UNMATCHED CANDIDATES

There may be candidates and Advanced Skills positions that remain unfilled following the Match process.

All unfilled positions and unmatched RGA candidates will be managed through a case management process.

If there are still unfilled RGA posts after a thorough case management process has been undertaken, a reallocation of RGA posts may occur. It will still be vital for the VRGP that any trainees entering these reallocated posts are genuine RG candidates.

### 8.2 UNMATCHED POSITIONS

Health Services will have the opportunity to withdraw any unmatched RGA positions **following** the Advanced Skills Match.

These vacant positions can be withdrawn and be utilised as workforce positions at the Health Service. Withdrawn positions will **not** receive RGA funding.

The VRGP Regional Coordinators will liaise with the Health Services regularly throughout the case-management phase to endeavour to fill or attribute funding where community need exists.

## 9 APPLICATION OF MATCH RULES

These Match rules apply to the 2024-2025 Victorian Rural Generalist Advanced Skills Match and will be reviewed annually.