

Pre-Match Offers Guideline

Purpose

The purpose of this policy is to establish a clear framework for the process and expectations related to pre-match offers for both Health Services and Candidates. This guideline specifically applies to Basic Physician Training (BPT) and Postgraduate Year 2 (PGY2) matches.

This guideline aims to establish a fair and transparent process for pre-match offers, ensuring compliance with PMCV regulations and fostering integrity in the matching process.

Definitions

Pre-Match Offer: An offer of employment for prevocational training made by a health service to a prevocational doctor who is currently employed with that health service.

Key Outcomes

Candidates who do not adhere to this guideline will be in breach of the code of conduct.

Procedure

Pre-Match Offers – Health Services.

- Health Services can offer current employees positions before the PMCV match commencement.
- Report all pre-match offers to PMCV by specified dates for each match (see Schedule).
- Required information for reporting:
 - *Doctor's name*
 - *AHPRA registration number*
 - *Year level of the doctor*
 - *Position to which the doctor is pre-matched*
- Failure to report pre-match offers by the specified time (see schedule) will lead to a candidate receiving another offer through the matching process.

Note: Health Service that do not participate in the matching process and advertise positions outside of the match, will not have their pre-match offered candidates excluded in the corresponding PMCV match.

Pre-Match Offers – Candidates.

- Doctors employed at Health Services may receive an offer for the following clinical year before the matching process.
- Health Services will follow internal processes for offering positions to internal candidates.

- Candidates receiving a pre-match offer from their employing Health Service will be ineligible to enter the PMCV Match if the pre-match offer and match are like-for-like.

Example: A candidate receiving a PGY2 offer from their current employer can enter the PMCV Match for a BPT position. However, if the candidate received a BPT position from their current employer and attempts to enter the BPT match for another offer, the candidate will be made ineligible to participate in the match.

Version Control

Version approved along with date of next review.

Version	Amendments by	Changes	Date
1	Melanie Vellios		February 2024
2	Melanie Vellios	Amended: Pre-Match Offers – Health Services.	May 2024

Approved by: Korian Strakosch

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