

**POSTGRADUATE
MEDICAL COUNCIL OF
VICTORIA**

**PMCV 2025-2026
Match Rules**

**Endocrinology New and Continuing
Trainees Match**



The Postgraduate Medical Council of Victoria (PMCV) conducts the RACP Match on behalf of the Department of Health (DH). The PMCV will conduct the 2025 RACP Match in accordance with the code of conduct published on the [PMCV Allocation and Placement Service \(APS\) website](#).

This guide is to....

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General Rules

There is a central appointment process for Endocrinology Advanced Trainees in Victoria.

In 2025, for 2026 positions, the Postgraduate Medical Council of Victoria (PMCV) will conduct the Endocrinology Match for New and Continuing (current) Advanced Trainees on behalf of the Department of Health (DH).

All potential candidates must register via the PMCV website for participation in the match. Applications are completed and lodged via the PMCV website and close **05:00 PM 25 July 2025**. Match resources can be found on the computer matching website: <https://allocations.pmcv.com.au/matches>.

Please note: If you wish to be considered for a position outside Victoria, you will need to lodge a separate application with the relevant State or Territory.

Contact:

Specialty Group Coordinators for Endocrinology Advanced Training - A/Prof Shane Hamblin, Peter.Hamblin@wh.org.au and A/Prof Jennifer Wong, Jennifer.wong@monash.edu

Allocation and Placement Service - PMCV (allocations@pmcv.com.au)

How to apply

Applications for all Endocrinology advanced training positions must be completed using the PMCV computer matching website.

Positions are advertised on the RACP website and on the PMCV Allocation and Placement Service.

Advanced Trainee Applications open on the PMCV Allocation and Placement Service website on **9:00 AM 07 July 2025** and close at **5:00 PM 25 July 2025**.

Applicants will be able to re-order or remove their existing hospital preferences until **5:00 PM 13 August 2025**. No new preferences can be added after **05:00 PM 25 July 2025**.

Please note referee reports must be received by **5:00 PM 25 July 2025**, *so early application and nomination of referees is strongly advised. We encourage you to check online if their references have been lodged, and gently remind them if not.*

1. Advanced Training Institutions

All listed Health Services recruiting Advanced Endocrinology Trainees must utilise the PMCV Endocrinology Advanced Trainee Match and may not go outside the service for the appointment of Endocrinology Trainees. There are 26 positions available in the Victoria Endocrinology training program in 2026:

HOSPITAL / Number of Positions	CONTACT PERSON	Email
Alfred Health (3)	Anthony Russell	anthony.russell@alfredhealth.org.au
Austin Health/Northern Health (5)	Suresh Varadarajan (Northern) Sara Baqar (Austin)	svrajan@bigpond.net.au Sara.BAQAR2@austin.org.au
Barwon Health (1)	Kimberly Cukier	Kimberly.cukier@barwonhealth.org.au
Bendigo Health (1)	Amy Harding	AmyHarding@bendigohealth.org.au
Eastern Health (2)	Rosemary Wong	Rosemary.Wong2@easternhealth.org.au
Hobart (3)	John Burgess	j.burgess@utas.edu.au
Launceston (1)	Hang Nguyen	hang.nguyen@ths.tas.gov.au
Monash Health (3)	Fran Milat/Jennifer Wong	jennifer.wong@monash.edu fran.milat@hudson.org.au
Royal Melbourne (2)	Spiros Furlanos	Spiros.Furlanos@mh.org.au
Peninsula Health (1)	Debra Renouf	debra.renouf@monash.edu
St Vincent's Health (1)	Richard Mclsaac	r.macisaac@unimelb.edu.au
Western Health (3)	Shane Hamblin	Peter.Hamblin@wh.org.au

Candidates MUST list all positions (in your preferred order) as a condition of being matched in the program.

The Advanced training selection process is competitive, and is merit-based. Both candidates and Health Services rank their preferences as part of the Match process. In accordance with the allocation and placement procedures, the preferences of candidates are considered with reference to where a candidate is ranked by a Health Service.

It is not permissible for candidates or Health Services to divulge their preferences / rankings to another party at any time.

All Health Services participating in this Match abide by the allocations and placement service code of conduct as detailed on our web site [PMCV Allocation and Placement Service](#) and must utilise the PMCV Allocation and Placement Service and may not go outside the service for the appointment of Endocrinology registrars.

2. Candidates Eligibility

To be eligible to apply for selection as an Endocrinology Advanced Trainee undertaking clinical training with the Royal Australasian College of Physicians (RACP) through the Specialty of Endocrinology, an applicant must meet the requirements described below.

- **Royal Australasian College of Physicians (RACP)**
The applicant must be registered with the RACP and, unless stipulated by the College to the contrary, have successfully completed all Basic Physician Training examination requirements. They must have successfully completed both parts of the physicians' exam to be eligible to commence advanced training.
- **Residential qualification:**
Although the RACP does not have any specific residential requirements for trainee registration, selection committees are aware that the employing Health Service(s) or institutions may have citizenship/residency requirements which need consideration in appointment decisions. Overseas-trained specialist wanting to become Endocrinologists, must be residing in Australia and hold a valid working visa for their application to be considered by the employing institutions.
- Australian and New Zealand citizens and applicants with permanent residency who are eligible for appointment will be offered positions before those with temporary visas.
- First year trainees entering Endocrinology must be willing to complete three full years of advanced Endocrinology training.

If you meet the Eligibility Criteria for Endocrinology Advanced Training, you can enter the match.

3. Match Process 2025

All participating Health Services have agreed to participate in the Victorian state-wide selection process, with no Health Services permitted to go outside the match.

INFORMATION SESSIONS/ OPEN NIGHTS: To be arranged.

If applicable,

INSTITUTION	DATE	TIME	METHOD

Interview

Interviews will be held **on Thursday 7 August 2025**. Interviews are usually held in person at the Royal Australasian College of Physicians St Kilda Road office. The interview will be a single panel interview for all candidates entering the Advanced Endocrinology Training in Victoria/Tasmania for the first time. Short-listing will occur the week before the interview date and applicants will be notified shortly thereafter if they have been listed for interview.

Applicants will be ranked by the Selection Committee based on:

1. Curriculum Vitae (experience, publications, awards, academic performance)
2. The strength of their referees' reports
3. Interview performance
4. Demonstration of compliance with the following Selection Criteria:

SELECTION CRITERIA

- All applicants are expected to have successfully completed the FRACP Part 1 examination (written exam and clinical exam) and be eligible to undertake subspecialty training in Endocrinology in Australia
- Demonstrates ability to work effectively in a multidisciplinary clinical team – diligence, punctuality, organization, record keeping, time management, problem solving skills, team work.
- Demonstrates excellent communication (verbal and written) with patients, their families, medical and non-medical colleagues.
- Excellent theoretical knowledge and clinical judgement.
- Demonstrates ability to provide empathetic and expert clinical care.
- An aptitude to cope with stress - resilience to work pressures and to prioritise competing demands appropriately.
- Insight – the ability to accept feedback about oneself, and to seek help and advice when needed.
- Demonstrates commitment to ongoing Advanced Training education, research and teaching in Endocrinology.

- Demonstrates commitment to continuous quality improvement.

SHORT-LISTING FOR INTERVIEW:

Some factors which may be considered in assessing CV include:

ACADEMIC RECORD

Please ensure your CV accurately lists:

- Your performance in your medical degree – including Honours (specify 1st or 2nd class); university or clinical school prizes; your ranking (if your medical school provided that)
- Your performance in the FRACP exams. Please include your score / ranking (centile)
- Any relevant post-medicine qualifications gained including Grad Cert or Grad Dip (eg Health Professional Education, DDU, Echo or Ultrasound qualification), Master’s degree (specify its field: eg Public Health, Clinical Research, Clinical Epidemiology). We are looking to see if it provided you with additional skills, not just assisted preparing you for the FRACP exams.

RESEARCH (relative to opportunity)

Please ensure your CV accurately lists:

- All publications: published or in press (accepted for publication). If “in press”, we may ask for evidence that it has been accepted. If it is under review, has been submitted or is being written up – list it at the end as unpublished research.
- Reference all published work in properly referenced style including listing of all authors, the Journal and page numbers (not just the electronic citation)
- Please clearly indicate if it was an article, case report, letter or abstract. If it is an abstract, after listing the authors and title, indicate it has been accepted as poster/mini-oral etc at meeting
- List your abstracts in the “research, publications and presentations” section.

Examples:

- Blomley MJ, Cooke JC, Unger EC, Monaghan MJ, Cosgrove DO. Microbubble contrast agents: a new era in ultrasound *BMJ* 2017; 322 (7): 1222-25 (Review article)
- Driscoll A, Dinh D, Prior D, Kaye D, Hare D, Cooke JC et al The Effect of Transitional care on 30-Day Outcomes in Patients Hospitalised with Acute Heart Failure. *Heart Lung Circ.* 2020 Apr 10. pii: S1443-9506(20)30100-1. doi: 10.1016/j.hlc.2020.03.004. [Epub ahead of print] (Article)
- Teh S, Qu B, Roberts L, Sajeev J, Ramzy J, Street M, New G, Cooke JC, Freeman M, Teh A. Comparing bleeding and thromboembolic risk in double and triple anti-platelet/anticoagulant therapy post percutaneous coronary intervention. *Heart, Lung and Circulation.* 2015; 24, Supplement 3:S269. (Abstract - presented at the 63rd CSANZ annual meeting, 2015.)

We understand that if you have gone straight through from internship to passing the exam in your fourth year, there won’t have been as much time to commit to these research activities. However, we expect that

this section of your CV will grow year by year, particularly in the years after you pass your FRACP exam. You are therefore assessed “relative to opportunity”.

REFEREES' REPORTS

Select 3 referees who you have worked with in the last 12-18 months. Preferably no more than one will be a HMO reference as we want to understand how you have performed in registrar roles. We do not expect that these are Endocrinology references – no special weight is ascribed to that. We do not expect DPT reports, particularly if you haven't directly worked for them. Referees must be consultants.

Please ensure the referee will be available to lodge the reference in the timeframes (i.e. not on leave). Please encourage them to write comments against at least a few of the domains questioned, not just tick a box. You can see on the RACP system if a referee has lodged a reference or not. Chase them up politely if they haven't.

INTERVIEW PERFORMANCE:

You will be asked several questions by the interview group (includes an Endocrinologist from each hospital with an accredited position). Each interview is scored at the time.

At the end of the day, the CV score and interview score are combined for an overall score. The highest ranked applicants will be matched to the available positions based on their preferences and those of the hospitals at which advanced training will be undertaken.

Candidate Preference List (CPL):

Candidates will be able to add all available positions to their Candidate Preference List (CPL) in the Allocation and Placement Service until **05:00 PM 25 July 2025**.

Candidates will be able to re-order existing positions on their CPL until **05:00 PM 13 August 2025**.

Health Services will have access to information only from candidates that apply to them via the PMCV allocation and placement service.

Both candidates and Health Services will rank their preferences prior to the match. In accordance with the allocation and placement process, the preference of candidates will be considered with reference to where a candidate is ranked by a Health Service.

Candidates must complete an application through the APS (Allocation and Placement Service) website prior to the closing date. Any incomplete application will not be considered.

4. Match Results

Successful applicants will be contacted by phone by the hospital Head of Unit or delegate, after a valid match has been declared. **If the successful applicant declines a job offer at that hospital, they will be out of the match and the next highest applicant who missed selection initially will be offered that position.**

Health Services and candidates will be able to access their match results via log in to the Allocation and Placement Service.

The PMCV will supply the coordinator the complete match results.

IMPORTANT: Only one offer will be made to each successful candidate. Applicants who decline that offer will NOT be offered any other position within the network.

Matched Applicants: Computer Matching results are available to candidates and Health Service administrators via the PMCV computer matching website from **10:00 AM 26 August 2025**. Matched candidates will receive an email from the PMCV advising them that they have been offered a position through the match and should check the details on the PMCV website.

Letters of appointment are made to successful applicants by the relevant institution.

Overall ranking will not be available to candidates.

Applicants who are not offered a position in the initial round of offers may be contacted if positions become vacant or if new positions are created if they scored sufficiently well as to be considered suitable for employment in an Endocrinology Advanced Training position.

5. Unmatched Candidates

Unmatched applicants will receive an email from the PMCV advising them that they have not been offered a position through the match. Unmatched applicants will remain on a ranked list and will be notified should a position become available.

Unmatched applicants are advised to contact the coordinator [s](#) for further information.

A list of all unmatched candidates will be supplied with contact details by the PMCV to the specialty group coordinator.

If positions remain unfilled at the conclusion of the match, those positions can only be filled from the pool of unmatched candidates. If matched positions are declined after the conclusion of the match those positions can only be filled from the pool of unmatched candidates. Health services with unmatched positions will be responsible for directly contacting unmatched candidates. If a position still remains unfilled after this process, then health services may arrange their own match outside the PMCV matching service.

Please note: Endocrinology Advanced Registrar positions which become available during any year due to unforeseen circumstances (such as parental leave or resignation of a registrar already in the training program) may be filled outside the PMCV matching service.

6. Application of Business Rules

These business rules apply only to the 2025 Endocrinology Match.

7. Privacy and Confidentiality

All personal information submitted by candidates including their application, CV, referee reports and current supervisor's reports will be accepted as private and confidential information.

In submitting that information the candidate consents for their application, CV and referee reports to be made available to the Health Services which the candidate has nominated on their Candidate Preference List and to the members of the relevant interview panel specifically for the purpose of the Central Appointments Process only.