

# Victorian Rural Generalist Program

## Rural Generalist Advanced Match

### Match Rules 2025-2026

1	INTRODUCTION .....	2
2	GLOSSARY .....	2
3	GENERAL RULES .....	2
4	FUNDING OF VRGP POSITIONS .....	3
5	VRGP MATCH STAGES .....	3
6	PRE-MATCH .....	4
7	PMCV – RURAL GENERALIST ADVANCED (RGA) MATCH .....	4
7.1	PMCV MATCH ELIGIBILITY .....	4
7.2	INTERNATIONAL MEDICAL GRADUATES .....	5
7.3	PRE-REQUISITES .....	5
7.4	PRIORITY GROUPS .....	6
7.5	REFEREE REPORTS .....	7
7.7	VRGP ASSESSMENT OF ELIGIBILITY FOR FUNDING .....	7
7.8	LIVE OR ONLINE INTERVIEWS .....	8
7.9	MATCHING PROCESS – AN OVERVIEW .....	8
7.10	MATCH RESULTS .....	8
7.11	CANDIDATE DECLINE/WITHDRAW FOLLOWING OFFER .....	9
7.12	CANDIDATE WITHDRAWAL FROM MATCH .....	9
7.13	PROVISIONAL MATCHES AWAITING TRAINING PROGRAM OUTCOMES .....	9
7.14	CANDIDATE DEFERRAL OF ALLOCATED POSITION .....	9
8	CASE MANAGEMENT PROCESS .....	9
8.1	UNMATCHED CANDIDATES .....	9
8.2	UNMATCHED POSITIONS .....	10
9	APPLICATION OF MATCH RULES .....	10

## 1 INTRODUCTION

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

The VRGP, in conjunction with the VRGP 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 (RGs).

The VRGP provides funding to support a defined pathway that trainees may commence during their Intern year (Rural Generalist Year 1 – RG1), RG2 or later for trainees joining via flexible entry. All RG pathways will include an Advanced Skill (Rural Generalist Advanced – RGA) training year. VRGP trainees are eligible to apply for a VRGP-funded RGA position via **pre-match** process. The pre-match process completes **prior** to the Match commencing.

Health Services can enter any accredited RGA position within the Match. VRGP funding will be provided for identified Priority Posts only where the successful candidate meets the VRGP funding eligibility criteria (subject to budget availability). Priority posts are selected by VRGP Regional Networks in line with the current and projected RG employment demands of the region. The VRGP Coordination Unit will advise health services of each candidate’s eligibility for funding prior to the ranking stage of the Match.

## 2 GLOSSARY

Defined VRGP Pathway	Candidate who entered program RG1 (internship) and/or flexible 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.
Priority Post	An accredited RGA position that has been determined by a VRGP Regional Network to align with current or projected RG employment demands. Priority Posts, if filled by an eligible candidate, will receive VRGP RGA position funding.
Rural Generalist Registrar	A registrar training towards a FACRRM and/or the FRACGP-RG (Rural Generalist).
Colleges	Royal Australian College of General Practitioners (RACGP) and Australian College of Rural and Remote Medicine (ACRRM)
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 RGA Match 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.
3. Participating Health Services are responsible for their own selection processes and decisions.

4. Both candidates and Health Services rank their preferences in accordance with the Allocation & Placement Service process and the Code of Conduct.
5. Prior to the match, the VRGP Coordination Unit will advise Health Services on the posts which have been identified by the Regional Network as Priority Posts and will receive funding if filled by an eligible candidate.
6. The VRGP Coordination Unit applies defined criteria to determine priority grouping and funding eligibility for candidates.
7. Candidates assessed as ineligible for funding will be included in the Match in Priority Group 4.
8. 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 state the candidate's eligibility for VRGP funding.
9. Health Services may appoint candidates who are ineligible for funding. Health Services undertaking final candidate rankings via APS, have the sole responsibility for confirming funding eligibility and accept that they will fund the position themselves if VRGP funding is not available for their position or matched candidate.
10. PMCV has the authority to amend a candidate's priority group ranking based on the outcomes of any VRGP Coordination Unit assessment.

#### **4 FUNDING OF VRGP POSITIONS**

The Victorian Department of Health (DH) funds Health Services for RGA posts through the VRGP. Funding is provided only to eligible candidates in priority posts.

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

Candidates who are ineligible for VRGP funding (see 7.7 VRGP Coordination Unit Assessment) may participate in the RGA 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 a "Priority Group 4" 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.

Health Services may include non-priority posts in the RGA match. These will not receive VRGP funding. Candidates from any Priority Group may be matched to a non-priority, non-funded post. The Health Service will be responsible for meeting all training and supervision requirements associated with the RGA position irrespective of funding availability.

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 Guidelines 2025.

#### **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.

Pre-match	Match	Case Management
Nov 2024 – May 2025	Jun 2025 – Aug 2025	Sep 2025 – Jan 2026

## 6 PRE-MATCH

Pre-matches are available to **Priority Group 1a, 1b and 2** candidates registered and on a defined VRGP pathway within their region. Further information is available on pre-matching in the VRGP RGA Guidelines 2025.

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.**

Formal recognition of RGA pre-match positions and candidates 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 2025**.

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

### 7.1 PMCV MATCH ELIGIBILITY

The following criteria are as published in the VRGP RGA Guidelines 2025.

Training Colleges will confirm a candidate’s eligibility to undertake RGA Training. Funded RGA training positions 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)
  - 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).
- b. Felloved General Practitioners (FRACGP) obtaining advanced skills to become a Rural Generalist. FRACGP candidates who enroll 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. VRGP 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. Pre-requisites per discipline are provided in Appendix A of the VRGP RGA Guidelines 2025.
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 a VRGP-funded RGA Position in pre-match are not eligible to participate in the Match.**

**Positions that have been pre-matched to eligible trainees cannot be included in the RGA Match.**

## 7.2 INTERNATIONAL MEDICAL GRADUATES

International Medical Graduates are eligible for the Match and may be in any of the Priority Groups listed above providing they meet all relevant eligibility criteria.

International Medical Graduates who have successfully completed both the Australian Medical Council MCQ and Clinical Examination and are in the process of completing other Australian Medical Board requirements, are eligible to participate in the Match where they can demonstrate that they will achieve General Registration (unconditional) by February 2026.

**Candidates who will not have General medical registration in Australia by February 2026 are not eligible to enter the Match.**

## 7.3 PRE-REQUISITIES

**Candidates must confirm that they meet the relevant college 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, VRGP funding for the position will be rescinded and the health service may withdraw their position offer.

Guidance on pre-requisites per discipline is provided in Appendix A of the VRGP RGA Guidelines 2025.

## 7.4 PRIORITY GROUPS

Priority Groups align with the objectives of the VRGP as outlined in the VRGP Program Management Framework. The Match is completed in one round with the algorithm run four times to allocate positions to candidates in order of priority group.

Candidates deemed ineligible for VRGP funded positions (Priority Group 4) 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 are ineligible for funding and the candidate will be allocated to Priority Group 4.

The following Priority Group criteria are as published in the VRGP RGA Guidelines 2025.

Order of allocation	Priority Group	Priority Group Criteria
1 <sup>st</sup> allocation	1a	<ul style="list-style-type: none"> <li>Existing registered VRGP trainee (not yet fellowed)</li> <li>Currently working <i>within the region</i> of the post</li> <li>Region defined in pathway plan</li> <li>12-months rural experience in MM2-7</li> </ul>
	1b	<ul style="list-style-type: none"> <li>Current Fellow or existing registered VRGP trainee (not yet fellowed)</li> <li>Currently working <i>within region</i> of the post (embedded in community)</li> <li>Registered with VRGP</li> <li>Seeking to undertake a second RGA position in an area of need</li> </ul>
	2	<ul style="list-style-type: none"> <li>Existing registered VRGP trainee</li> <li>Currently working in <i>any VRGP region</i> within Victoria</li> <li>Discipline defined in pathway plan</li> <li>12-months rural experience in MM2-7</li> </ul>
2 <sup>nd</sup> allocation	3	<ul style="list-style-type: none"> <li>Newly registered candidates entering VRGP via flexible entry</li> <li>Includes candidates moving from metro to a regional program</li> <li>Fellows undertaking 2nd Advanced Skill (where not Group 1b)</li> <li>Interstate candidates on a recognised Rural Generalist program</li> </ul>
3 <sup>rd</sup> allocation	4	<ul style="list-style-type: none"> <li>Candidates assessed as ineligible for VRGP funded position.</li> </ul>

## 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, have access to completed referee reports.

Candidates can only nominate 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 their nominated referees complete the form on time.** Some emails can be lost to spam filters etc. Once candidates have nominated a referee online, they should check with them directly to ensure they have received the email. Referee reports must be completed by 6th 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 for shortlisting, interview and ranking.

## 7.7 VRGP ASSESSMENT OF ELIGIBILITY FOR FUNDING

The VRGP Coordination Unit will advise Health Services on which positions and candidates are eligible / ineligible for funding prior to the health service ranking candidates.

If Health Services rank positions or candidates ineligible for VRGP funding, they are accepting the responsibility to fund any matched candidates themselves.

### Funding eligibility criteria for RGA positions included in the Match

The VRGP Regional Networks will endorse which Priority Posts will receive VRGP funding if filled by an eligible candidate. The VRGP Coordination Unit will advise health services on which posts will be eligible for funding prior to the commencement of the Match based on the following criteria:

- Will have accreditation from the relevant College by February 2026
- Endorsed by the VRGP Regional Network as a Priority Post.

### Funding eligibility criteria for candidates

The VRGP Coordination Unit has sole discretion in determining candidate eligibility for funding. The VRGP Coordination Unit will assess candidate applications to determine if the candidate is eligible for a VRGP funded position.

As per Appendix A of the VRGP RGA Guidelines 2025, and in line with the relevant college, all candidates will be assessed on eligibility based on the discipline specific pre-requisites.

## 7.8 LIVE OR ONLINE INTERVIEWS

All candidates are encouraged to submit video 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.

Additional live / online interviews are to be coordinated by the Health Service, which will decide on the interview panel.

## 7.9 MATCHING PROCESS – AN OVERVIEW

PMCV will administer the VRGP RGA 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 RGA Match, with no Health Services permitted to recruit outside the Match for VRGP-funded positions. Health Services may also include non-VRGP funded positions in the Match process.

Candidates may apply to Health Services where they are interested in working (up to a maximum of 5 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

The VRGP Coordination Unit, 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 make direct offers of employment outside of the match, as all allocations must be 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 RGA 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 RGA position to commence in 2026, must withdraw from the Allocation & Placement Service process by the **Match Close date for candidates on the 25 July 2025.**

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 RGA positions. The expectation is that the successful candidate will commence their post in 2026.

## 8 CASE MANAGEMENT PROCESS

### 8.1 UNMATCHED CANDIDATES

There may be candidates and RGA 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 VRGP- funded RGA posts after a thorough case management process has been undertaken, a reallocation of Priority Posts may occur where endorsed by the VRGP Regional Network.

## 8.2 UNMATCHED POSITIONS

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

These vacant positions can be withdrawn and be utilised as workforce positions at the Health Service. Withdrawn positions will **not** receive VRGP 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 2025-2026 Victorian RGA Match and will be reviewed annually.