Paediatric Training in Victoria 2016
Medical Workforce Unit
Paediatric training in Victoria is organised by The Royal Children’s Hospital (RCH) and Monash Children’s Health (MCH).

Positions for paediatric training programs are usually for 12 months, starting in February. Appointments for junior resident medical officer (JRMO), senior resident medical officer (SRMO) and registrar positions are made on a competitive basis. These positions usually consist of rotations through different units. Once appointed, JRMOs and SRMOs can list preferences for possible rotations. A roster is then allocated, based on candidates’ preferences.

Appointments for senior registrars and fellows may be for six or twelve months, and are usually made by arrangement with individual departments.

Training is always under review and positions may differ from those described in this booklet.

JRMO information evening
Interns and hospital medical officers interested in a JRMO position for 2016

Thursday 4 June 2015
The Royal Children’s Hospital Melbourne
Health Education and Learning Precinct
Level 1, West Building (via yellow lifts) from 6pm

For further information please contact:
Medical Workforce Unit
(03) 9345 6365
or mwu.enquiries@rch.org.au

Victorian Paediatric Training Program
For information on JRMO applications for 2016, please visit www.rch.org.au/jms

About paediatric training in Victoria

Paediatric training in Victoria is organised by The Royal Children’s Hospital (RCH) and Monash Children’s Health (MCH).

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Positions

**JRMO**
The first year of paediatric training is called the junior resident medical officer or JRMO year. Most positions are accredited for paediatric training with the Royal Australasian College of Physicians (RACP). These are for trainees who wish to become paediatricians. There are also specific JRMO positions set aside for trainees who do not wish to become paediatricians. These are for trainees who wish to do general practice (approximately four posts) or paediatric surgery (one–two posts), and are not accredited with the RACP.

Applicants must have satisfactorily completed an intern year. Most applicants apply after their intern year. There are a limited number of places for more senior applicants.

**SRMO**
The second year of paediatric training (RACP – BPT2) is called the senior resident medical officer or SRMO year. There are 38 SRMO positions per year. Each SRMO spends six months doing neonates at Monash Children’s Hospital (MCH), the Royal Women’s Hospital or Mercy Hospital for Women.

During the other six months trainees may cover cardiology (RCH), endocrinology (RCH and MCH), infectious diseases, respiratory medicine (MCH), nephrology (RCH), nephrology and rheumatology (MCH), or general paediatric medicine at Austin, Casey, Geelong, Northern and Warragul.

Applicants should have completed a paediatric JRMO year or equivalent (i.e. RACP - BPT1) and have a minimum of 12 months of prior paediatric experience, preferably in a RACP Level 2 or 3 training site. Positions are accredited for basic training in paediatrics with the RACP.

**Rotations currently in the JRMO rosters are:**
- Adolescent Health – RCH
- Developmental Medicine – RCH
- Emergency – RCH, MCH Sunshine Hospital
- Gastroenterology – RCH
- General Medicine – RCH, MCH & rural
- General Surgery – RCH and MCH
- Haematology Oncology – MCH
- Neurology – RCH
- Neurosurgery – RCH
- Nights (Medical and Surgical) – RCH
- Orthopaedics – RCH
- Relief
- Respiratory Medicine – RCH & MCH
- Rural – Ballarat, Bendigo, Frankston, Geelong, Latrobe, Sale & Shepparton
- Short Stay Unit – RCH

**Registrar (rotating roster)**
There are approximately 60 registrar positions per year including opportunities for a limited number of trainees to take up part-year positions, or to job share, by prior arrangement.

Positions covered include general paediatrics (at RCH, MCH and five secondment hospitals), adolescent medicine cardiology, developmental medicine, gastroenterology, rehabilitation, respiratory medicine, neurology/genetics, haematology/oncology, endocrinology, nephrology, neonatology (these terms may be at RCH or MCH), relief, paediatric intensive care unit (RCH), psychiatry (at RCH and Austin Hospital), accident and emergency (at RCH and MCH), and night shifts (RCH and MCH).

Applicants should have completed JRMO and SRMO years or equivalent, including at least six months tertiary neonatal training. Trainees may subsequently apply for further years in the ‘rotating registrar’ program. Positions are accredited for basic training with the RACP, and are likely to be acceptable as part of advanced training.

**Senior Registrar/Fellow**
There is an extensive number of more senior jobs available at RCH and MCH. These include but are not limited to senior registrar and/or fellow positions in general paediatrics, community paediatrics, intensive care, infectious diseases, cardiology, adolescent medicine, psychiatry, accident and emergency, neonatology, respiratory medicine, genetics, endocrinology, international child health, clinical pharmacology, outpatient paediatrics, child protection and haematology/oncology. There are also some joint positions and a community position based at Geelong (one hour drive from Melbourne). Other senior positions may be available by arrangement, or as part of a higher degree.

These positions are recognised by the RACP as appropriate for advanced training. Research and clinical fellowships are intended for trainees in the later years of advanced training.
Eligibility for JRMO positions

Candidates eligible to apply for a Junior Resident Medical Officer (JRMO) position, must be eligible for GENERAL medical registration in Australia by February 2016:

- Australian Trained (Permanent Resident) Graduate of a Victorian Medical Faculty
- Australian Trained (Permanent Resident) Graduate of an Interstate Medical Faculty
- Temporary Resident Medical Graduate of a Victorian Medical Faculty
- Temporary Resident Medical Graduate of an Interstate Medical Faculty
- Australian Medical Council Graduate (who has obtained Permanent Residency and is completing the requirements for, or currently holds, GENERAL medical registration in Australia)
- New Zealand Medical Graduates (Permanent Resident or International full-fee student)
- International Medical Graduate (Australian permanent resident) who will complete 12 months of workplace based assessment at an Australian hospital (Competent Authority pathway)

Important Information for International Medical Graduates (IMG): If you do NOT have general medical registration in Australia or you will not have General Registration by February 2016 then you are NOT ELIGIBLE for a JRMO position.
Selection criteria and stream information for all JRMO positions

There are three streams for JRMO positions in 2016:

• General Paediatrics
• General Practice
• Surgery

Candidates must only apply for one stream.

Stream 1
General Paediatrics
(Approx. 46 posts)

This stream is for applicants who are intending to train as a paediatrician. Successful applicants are expected to enrol with the RACP and commence the basic training pathway. These positions are accredited for paediatric training with the RACP.

Multiple applications will be deemed ineligible and will not be considered for any stream. Details for each stream is contained in the diagram below.

Selection criteria
1. A one-page letter addressed to: Tracy Waller, JMS Coordinator, incorporating:
   • Clinical skills
   • Interpersonal skills: teamwork, professional behaviour, communication
   • Organisational skills
   • Well rounded: leadership, activities/achievements outside of medicine
   • Demonstration of shaded areas below relating to the relevant stream (1, 2 or 3)
2. Curriculum Vitae
3. Three completed referees (two Consultants and one x NUM/ANUM)

• Applicants will be selected based on their ability to undertake and complete training as a consultant paediatric physician.

• Applicants will also be selected based on their demonstration of possessing the qualities required to perform as a junior resident.

Stream 2
General Practice
(Approx. 4 posts)

This stream is for applicants who are already training as GPs or those who are intending to train as GPs. You do not need to be enrolled with the GP College. These positions are not accredited for paediatric training with the RACP.

• Applicants will be selected based on a demonstration of their intention to embark on and complete GP training, and how the JRMO position is relevant to this training.

• Applicants will also be selected on their demonstration of possessing the qualities required to perform as a junior resident.

Stream 3
Surgical
(Approx. 2 posts)

This stream is for applicants who are already training as a surgeon, or those who are intending to train as surgeons. You do not need to be enrolled with the college of surgeons. These positions are not accredited for paediatric training with the RACP.

• Applicants will be selected based on a demonstration of their intention to embark on and complete surgical training and how the JRMO position is relevant to this training.

• Applicants will also be selected on their demonstration of possessing the qualities required to perform as a junior resident.

Multiple applications will be deemed ineligible and will not be considered for any stream.

Details for each stream is contained in the diagram below.

This stream is for applicants who are intending to train as a paediatrician. Successful applicants are expected to enrol with the RACP and commence the basic training pathway. These positions are accredited for paediatric training with the RACP.

This stream is for applicants who are already training as GPs or those who are intending to train as GPs. You do not need to be enrolled with the GP College. These positions are not accredited for paediatric training with the RACP.

This stream is for applicants who are already training as a surgeon, or those who are intending to train as surgeons. You do not need to be enrolled with the college of surgeons. These positions are not accredited for paediatric training with the RACP.

Candidates must only apply for one stream.
Application process

Junior Resident Medical Officer Positions (RCH mercury reference number 13114)

All applications for JRMO positions are now directly recruited by the RCH. As of 2016, JRMO positions will no longer be run via the Postgraduate Medical Council Victoria (PMCV).

Dates for your dairy:

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Information night</td>
<td>4 June 2015</td>
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<tr>
<td>Positions close</td>
<td>21 June 2015</td>
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<tr>
<td>All candidates contacted</td>
<td>From 20 July - 24 July 2015</td>
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<tr>
<td>Interviews held</td>
<td>From 27 July - 14 August 2015</td>
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<tr>
<td>All candidates advised of outcome</td>
<td>21 August 2015</td>
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</tbody>
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A completed application should consist of:

- Application form – completed with only one stream selected
- Application cover letter – one page maximum
- Curriculum vitae
- Three completed references*

*References can be sent directly to RCH Medical Workforce Unit

Failure to have the above completed and submitted with the RCH by 21 June 2015 will render an incomplete application and therefore unsuccessful

Referee forms

It is the candidates’ responsibility to ensure three completed referee forms are sent in to Medical Workforce Unit (either by post, fax or email) prior to the close date of 21 June 2015. The referee forms must be completed by two Consultants and one Nurse or Nurse Unit Manager. The RCH referee template (Please do not use the PMCV or any other form other than RCH) can be downloaded from www.rch.org.au/jms and sent directly to the RCH by one of the following:

Fax: (03) 9345 5565
Email: mwu.enquiries@rch.org.au
Post: Medical Workforce Unit, 50 Flemington Road, Parkville Vic 3053

How to apply for a Junior Resident Medical Officer position

To apply for a JRMO position you need to ensure your application is submitted to the reference number via the online e-Recruit system (Ref 13114).

1. Log onto www.rch.org.au/jms and click on the JRMO box. This will then take you to all information available for positions in 2016.

2. Click on the ‘Apply Now’ icon at the bottom of the page to register your interest and apply for the position.

3. Applications are shortlisted based on quality of application form, application letter, CV and references.

4. The Medical Workforce Unit will contact you directly if you are successful in obtaining a JRMO interview. An incomplete application may render your application unsuccessful. Interviews will be approximately 15 minutes each, with the interview panel consisting of consultants, paediatric advanced trainees and staff from the RCH Medical Workforce Unit (MWU).
Frequently asked questions

How do I know I want to be a paediatrician?

About half of all medical students will become GPs, and the remainder will specialise in an area such as paediatrics, obstetrics and gynaecology, ophthalmology, surgery, pathology, radiology, psychiatry etc. Paediatricians look after infants and children with medical problems.

There are general paediatricians and subspecialists such as paediatric cardiologists, gastroenterologists, emergency physicians, neonatologists, developmental experts etc. Some work in the country, some in private practice in the metropolitan area, some in teaching hospitals, and some have a research interest.

Many trainees are attracted by the idea of working with children and their families, or the idea of being a generalist rather than an organ specialist.

Paediatric hospitals and working environments are often described as informal, friendly, warm and flexible.

You may be trying to decide between general practice, paediatrics, and adult medicine. You may have some idea in your final year of Medicine what you would like to do and this is often confirmed by your year as an intern.

How do I become a paediatrician?

You must complete three years of basic training, pass both a written and an oral exam, and following this complete three years of advanced training. The pattern of training is the same as that for adult physician training. Details are available from the RACP website: www.racp.edu.au

In summary the main steps are:

• Get into the training program
• Pass the exams
• Complete the training program

How do I get into the training program?

Paediatric training is under the auspices of the RACP, in the Paediatrics and Child Health Division. Entry into the program is currently controlled by obtaining employment in an accredited position. Paediatric training in Victoria is conducted through a joint program managed by RCH and MH. The training is overseen by RCH and MH Directors of Physician Education (DPEs).

To join the training program in Victoria, you need to obtain a JRMO position and register with the RACP for basic training. These positions are appointed jointly by RCH and MH. Applications are handled administratively by the RCH Medical Workforce Unit.

Applications, references and CVs are assessed, and a proportion of applicants interviewed. See the RCH website for information and application details: www.rch.org.au/jms

Most trainees enter the program in their HMO2 year. Others are mostly HMO3s. All JRMO jobs are 12 months of paediatrics.

How do I pass the exams?

You are eligible to sit for the exam in your third year of paediatrics (first registrar year). The examination comprises a written section in February and clinical section in May. Most people start studying seriously 12 months before the written exam, in small study groups. There are numerous lectures, tutorials, and practice sessions for the exam run at RCH, MH and other hospitals.

Once I’ve passed the exam how do I complete the training program?

Once you finish three years of basic training and pass the exams, you enter advanced training. You need to decide if you wish to become a general paediatrician or subspecialise, and then complete the requirements for your area under the appropriate college committee.
Each training year will be approved at the beginning and accredited at the end, under supervision by an approved supervisor.

Many trainees choose to do a research degree (MD or PhD); up to one year will be accredited as part of advanced training. Others spend time training overseas. Some complete their training as a paediatrician (and get their FRACP) before they complete their subspecialty training (and become recognised, for example, as a paediatric neurologist).

All paediatric trainees must spend some time in the area of behavioural/developmental/mental health paediatrics. Many trainees do a project during advanced training, and there are other requirements in each area.

What about training as a paediatrician while having a family?

There are job-share positions in the paediatric training program in Victoria and flexible training is becoming increasingly accepted. Many trainees take time out of training for travel, family, or other reasons.

Will there be any work when I am finished?

Junior trainees are often told ‘there is no work’. It is impossible to predict the workforce requirements six to ten years in advance. Stay flexible and realistic, and there will be work - just don’t expect to walk into your chosen specialty in your chosen location and make a fortune immediately!

Does it matter where I do my intern training?

No. Trainees are considered on their own merit, not on where they complete their intern year. You should do your intern year where you will enjoy yourself most and learn the most, and make other contacts which may be useful for you if you do not decide to do paediatrics.

Is it possible to take a year off?

Yes. Trainees can do this between JRMO and SRMO, after SRMO, or during their more advanced training.

Does it matter if I do an extra adult year before I do paediatrics?

Most JRMO positions are filled by PGY2 (HMO2) trainees, with a smaller quota of HMO3 positions. It is not possible to predict which cohort will be more competitive. You should take this into account.

What if I want to do surgical training?

There will be one–two JRMO positions set aside for trainees who are interested in a career in paediatric surgery. These are not accredited for paediatric training. These posts are not part of a specific surgical training program but will provide valuable experience. They will include two surgical terms as well as time on nights covering medical specialties and surgical units. These positions will be selected separately from the paediatric training positions.

What if I am interested in seeing children in general practice?

There are up to four JRMO positions set aside for trainees who wish to become general practitioners. These are not accredited for paediatric training. You do not have to be in the GP training program to apply. Discussions with the GP training providers have indicated that these would be expected to fulfil the paediatric training requirements in the GP training program; however has not been formally guaranteed and you may wish to check individually. These posts will be selected separately from the paediatric training positions. They are 12 month positions and trainees are expected to complete the full year.
Education and training

The Victorian Paediatric Training Program provides formal and informal opportunities for junior medical doctors to develop knowledge, skills and qualities which improve their capacity to practice good medicine for children and adolescents.

During the JRMO year, the trainee is given opportunities to advance from peripheral participation and limited decision-making to central participation, independent management and, where appropriate, full responsibility of patient care. These opportunities include patient care, active supervision, teaching and feedback.

Trainees in the paediatric training program are required to do three years in basic training and three years in advanced training. Most of the education and training is informal and occurs while working. There are also specific requirements that trainees need to complete.

The Physician Practice for Professional Readiness Program (PREP) is designed to help basic trainees in paediatrics and adult medicine to manage their own learning, access effective support and feedback from supervisors and map their own learning process through online training.

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<th>Resources and opportunities</th>
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<tbody>
<tr>
<td>- Orientation package upon appointment</td>
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<td>- Orientation day – introduction and education</td>
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<td>- Weekly JRMO tutorial program</td>
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<td>- Clinical practice guidelines available on the intranet</td>
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<td>- Unit orientations and handbooks</td>
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<tr>
<td>- Paediatric life support training</td>
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<tr>
<td>- Trainee position evaluations</td>
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<tr>
<td>- Consultant report on trainee performance (term assessments)</td>
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<td>- Professional development sessions: careers, IT and Medline search skills, advanced communications, supervision skills</td>
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<tr>
<td>- Unit meetings</td>
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<tr>
<td>- X-ray meetings</td>
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<td>- Psychosocial team meetings</td>
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<tr>
<td>- General Paediatrics Journal Club</td>
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<tr>
<td>- Opportunities to present at meetings</td>
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<tr>
<td>- Clinical practice review</td>
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Who gives the JRMOs feedback?
The JRMO supervisor for each unit assists the trainee to meet the training objectives for the hospital and unit. The registrar will help the JRMO achieve competence in the paediatric procedures and give them feedback along the way. The consultant supervisor and/or registrar provide feedback about the trainees’ achievements. RCH encourages the JRMO to seek both mid-term and end of term feedback. Trainees who are registered in the paediatric training program with the RACP will also receive feedback on structured mini-CEX assessment tasks.

Who assesses the JRMOs?
Firstly, the trainee is encouraged to reflect and self assess according to their own goals and the training program goals. Secondly, at the end of each term, the supervising consultant ensures that a consultant report on trainee performance is completed (term assessment), discussed with the JRMO and returned to the Medical Workforce Unit.
Institutions

The Royal Children’s Hospital
50 Flemington Road
Parkville
Victoria, 3052
Telephone: 9345 6365
www.rch.org.au/jms

Monash Health
Clayton Road
Clayton
Victoria, 3168
Telephone: 9594 6666
www.monashhealth.org.au

Notes

The Royal Children’s Hospital

Ms Tracy Waller
Junior Medical Staff Coordinator
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