
Queensland Haematology Training Information for Applicants

Each state and territory in Australia has its own system for appointing trainees. To be considered in more than one state or territory, separate applications need to be lodged.

Queensland Haematology Training

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There is a centralised appointment process for haematology advanced trainees in Queensland. Appointments to the Queensland Haematology Training Programme are co-ordinated by the Medical Support Unit, Pathology Queensland in conjunction with the State Director of Haematology, and the RMO Campaign Coordinator, QLD Health.

How to apply

Positions are advertised through the Queensland Health RMO Campaign at <http://www.health.qld.gov.au/rmo/default.asp> and also on the RCPA website.

The RMO Campaign opens in early June and closes early July annually.

Application for a training position must be completed online through the Queensland Health RMO Campaign. On this site, all supporting documentation is uploaded electronically, and referee reports are generated and emailed to nominated referees.

Queensland Haematology Training Institutions

- Australian Red Cross Blood Service
- Cairns Hospital
- Gold Coast University Hospital
- Greenslopes Private Hospital
- Mater Hospital Brisbane
- Mater Pathology
- Princess Alexandra Hospital
- QML Pathology
- Royal Brisbane & Women's Hospital
- Pathology Queensland
- Sullivan Nicolaides Pathology
- Sunshine Coast University Hospital
- The Townsville Hospital
- Toowoomba Hospital

There are currently approximately 26 haematology training positions (clinical and laboratory) across these institutions, and of these, approximately 12 are haematology laboratory positions.

Typically, there can be up to 6 vacancies for new haematology advanced trainees per year.

Rotation through different training institutions may be required.

Eligibility Criteria

To be eligible to apply for selection as a haematology advanced trainee in either the **Clinical Haematology** or **joint Clinical and Laboratory Haematology** pathways, an applicant must meet the following entry requirements:

- Hold current general medical registration with the Medical Board of Australia/[Australian Health Practitioner Regulation Agency](#) (AHPRA); and
- Have completed RACP Basic Physician Training, including passing the RACP written and clinical examinations**

**As examination results may be not available at the time of application, RACP trainees are encouraged to apply pending examination results.

To be eligible to apply for selection as a haematology advanced trainee in **Laboratory Haematology**, an applicant must meet the following entry requirements:

- Hold current general medical registration with the Medical Board of Australia/[Australian Health Practitioner Regulation Agency](#) (AHPRA); and
- Have completed two years of general clinical medicine

To be eligible for selection on the **overseas trained specialist (OTS) pathway**, an applicant must:

- Have limited registration; and
- Have been issued with an AMC Report 1

In accordance with Queensland Health HR Policy B46 (QH-POL-250) Citizenship, Residency, Visas and Immigration: Queensland Health must ensure that the recruitment of overseas professionals into clinical roles strengthens the regional economies through the engagement of skills that complement but do not replace the skills of the available local labour market. Only in the circumstance that an Australian applicant pool is insufficient to fill clinical vacancy may Queensland Health sponsor applicants from the overseas market.

All Australian and New Zealand citizens and applicants with permanent residency who are eligible for appointment will be offered before those with temporary visas.

Applications from overseas trained doctors without AMC Report 1 and limited registration will not be considered.

Applications from overseas trained specialists who are not residing in Australia with a valid working visa will not be considered.

Refer to the [Royal College of Pathologists of Australasia](#) (RCPA) for further information on eligibility and accredited facilities.

Applicants who do not meet the eligibility criteria will not be considered.

Selection Criteria

Key Skill Requirements/Competencies:

1. Demonstrated academic achievement and interest in haematology.
2. Demonstrated clinical competence, encompassing logical diagnostic reasoning, and sound medical knowledge.
3. Demonstrated interpersonal skills, including the ability to work as a team member and to relate successfully with other staff at all levels.
4. Demonstrated ability to communicate clearly and concisely in both spoken and written English, including formal and informal presentation of scientific, teaching or clinical material.
5. Ability, interest and willingness to participate in the teaching of haematology and in research.
6. An understanding of the concepts of a client focused service, and of the principles of quality management and continuous quality improvement.

Applications and referee reports from all eligible applicants will be evaluated based on the eligibility and selection criteria, and if the number of potential candidates requires it, a short list will be created.

Interviews will be offered to these short-listed candidates.

Factors which may be taken into consideration in the short-listing process include:

- Applicant indicates haematology as first preference in RMO application
- Past performance as indicated in referee reports
- Candidates who identify as Aboriginal or Torres Strait Islander in the RMO campaign process will be shortlisted for interview to support increased recruitment and selection of Aboriginal and Torres Strait Islander trainees

The Chair of the Centralised Appointment Process for Haematology Advanced Training (CAP-HAT) organises interviews after the short listing process is completed.

Interviews are usually held in August.

Ranking of Applicants

Applications from new applicants to the haematology advanced training program, and first year joint clinical/laboratory trainees applying for laboratory positions will be scored out of a possible score of 100.

New applicants who score poorly across domains may be deemed unsuitable for inclusion in the program, and not offered a position.

There is a general commitment to try to ensure that once a candidate is accepted onto the training program, that, subject to satisfactory performance, suitable positions to enable ongoing training will be allocated in future years.

Options for new applicants wishing to pursue a career in haematology include:

1. Haematology pathology (RCPA – 5 year program)
2. Clinical haematology (RACP – 3 year program)
3. Joint laboratory/clinical haematology (RCPA/RACP – 4 year program)

The RCPA will only accept new joint trainees when there is a matching of training position numbers between laboratory and clinical positions.

A cohort of trainees will be selected based on a ranking system. The cut off for inclusion in the joint laboratory/clinical training program will be based on the matched number of laboratory and clinical training positions.

Applicants should be aware that there are currently more clinical than laboratory positions available in Queensland.

Scoring

Scoring is undertaken for initial applicants to the haematology training program in an attempt to ensure that candidates are awarded places in the training program based on the degree to which they fulfil the key skill requirements and competencies that are considered essential qualities for haematology training, and for first year trainees applying for their first laboratory year.

Various modalities are utilised to try to ensure that candidates are given opportunities to display these qualities through the written word (as assessed on CV), through their interactions with others (as assessed on referee reports), and through the spoken word (as assessed on interview). Key skill requirements and competencies are assessed on at least one modality in the scoring process.

Applicants should not be disadvantaged because they have done their prior training outside of centres with established haematology advanced training programs, and the modalities used in scoring aim to allow a relatively standardised and transparent assessment of applicants, in order for the selection process to be as fair as possible.

Curriculum Vitae (30%):

All CV's will be independently assessed and scored by at least 3 individuals (which could include haematology HOD or their delegate, Training Network Coordinator, members of the selection committee or external haematologists).

The average of the scores represents 30% of the final score for the candidate.

The domains against which a candidate's CV will be scored include:

Educational achievement in medical degree and post-graduate study

- Candidates should list all qualifications relevant to the medical field.
- Success in specialty examinations, and awards or academic prizes should be included.

Publications and presentations

- Candidates should reference all publications, audits, abstracts, and presentations in the field of haematology, as well as publications more generally.

Haematology experience

- Candidates should include any haematology terms undertaken, and the length of time spent in a haematology setting.
- All haematology-related interest or experience should be included.

Teaching

- Candidates should detail any teaching they have undertaken.

Other endeavours

- Candidates should detail any activities that they excel in outside the field of haematology. This could include (but is not limited to): achievements in sporting activities, the business arena, performing arts and music, volunteer activities, awards, and positions on boards or committees.

Interview (70%):

A structured interview with a panel including representatives from laboratory and clinical haematology departments and the Training Network Coordinator will account for 70% of the applicant's final score.

Questions will not be provided in advance.

Various aspects will be considered, including academic achievement, commitment to haematology, presentation and communication skills, clinical competence, management and organisational skills, teaching and research.

For those applying to enter the training program, the interview will not represent an examination of haematological knowledge.

The interview will take approximately 20 minutes.

Interviews are usually held in August, following the release of RACP clinical examination results.

It is the applicant's responsibility to make the appropriate travel arrangements and to meet the associated costs. The QLD CAP-HAT accepts no responsibility for costs incurred in attending the interview.

NOTE: Applicants are encouraged to attend the interview in person, however teleconference facilities will be made available if required.

Applicants who are offered an interview will be notified by email at least a week before the interviews. The QLD CAP-HAT accepts no responsibility if the incorrect contact details are provided, or the applicant cannot be contacted using the provided contact details.

Referee reports:

Structured referee reports are requested from candidate-nominated referees, with five domains assessed on this modality:

- Clinical skills and knowledge base
- Professional and ethical behaviour
- Communication and interpersonal skills
- Teaching and learning
- Leadership and teamwork

For new applicants, at least one of the referee reports should be from a current supervisor.

For continuing trainees, the most recent supervisor report should be uploaded in addition to the two referee reports.

Note: in the event that a serious concern is raised in referee reports, direct contact will be made with the referees, and if required, with current and previous supervisors. Applicants will be given the opportunity to respond to any adverse comments.

Supervisor reports for continuing applicants will be reviewed in this process.

Although referee reports are not formally scored, they are utilised in the short-listing process.

In the selection process, they may be used to help determine the strengths and weaknesses of individual candidates, to enable the most appropriate decision regarding the placement of candidates with similar ranking.

Position preference list:

As part of the online application process, candidates will be provided with a list of all available training positions (both clinical and laboratory), and are asked to preference any positions that they would be willing to accept if offered.

The preferences submitted by the candidate are not made available to the interview panel or the selection committee until the ranking process has been completed.

Selection Process

Following the interviews, initial applicants and first year trainees applying for their first laboratory year are ranked according to the aggregate of their combined CV and interview scores.

Positions are offered on the basis of seniority in the training program, ranking, applicant preferences, position availability and prior exposure to areas of haematology.

In the event that scores are similar, the committee may review the strengths and weaknesses of individual applicants to come to a conclusion about appropriate placement.

Successful Applicants:

Offers of training positions are emailed shortly after the interviews, with notification of acceptance of the position expected within 7 days of the offer.

Letters of appointment are made to successful applicants (usually by early October).

Applicants who do not wish to accept an offer will be removed from the ranking and no further offers will be made.

Overall score may be requested however 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 inclusion into the training program.

If positions are not able to be filled by suitable applicants from Queensland, interstate Network Training Coordinators will be contacted, to ascertain whether suitable candidates remain without positions.

Should no suitable candidates remain, an attempt will be made to fill positions with non-training house officers, and in the event that this is deemed unsatisfactory, a second recruitment process will be considered.

Unsuccessful Applicants:

Unsuccessful applicants will be notified by email, and will be informed that they have not attained a high enough ranking to be made an initial offer.

Overall score may be requested however overall ranking will not be available to candidates.

If otherwise suitable for the training program, they will remain on a ranked list and will be notified should a position become available.

Applicants may submit a request for feedback to the Coordinator – Haematology Training in Queensland, Dr Rebecca Adams (rebecca@rcpa.edu.au).