



DHB Presentation

ACE & DHB Road Show 2019

Overview

DHBs receive your entire application with supporting documents and references to review

- All DHBs will review and look for:
 - Good CV
 - Strong references
- DHBs may differ in their requirement for:
 - Cover Letters
 - Contact with the RMO unit prior to applications closing
- DHBs will also differ in their ranking & selection criteria:
 - Consideration of ACE score
 - Interview Score (if conducted)



Why Choose Us?

- Choose Whangarei for the first step of your medical career.
- Be close to the action with small teams, a wide variety of services and plenty of opportunities to learn and improve.
- Make Whangarei your home for two years or more and spend time in the highly regarded Emergency department, Paediatrics or as an O&G house officer working side by side with consultants.
- Work in an environment that is about supporting your development. Get to work alongside specialists, be able to access support for further study and take advantage of a workplace that rewards those who want to go above and beyond.
- <https://www.facebook.com/NorthlandDHB>
- <http://www.northlanddhb.org.nz/>



Recruitment Process

Phone or Face to Face interview

- conducted weekdays between 9am & 3pm at the candidates request
- Contact the RMO Unit to organise on:
 - Ph: (09) 430 4101 ext 7401
 - Email: RMO.Unit@northlanddhb.org.nz
- **Interviews must be conducted before ACE applications close.**



Selection Criteria

- Interview outcome and good references
- Your reasons for choosing Northland DHB
- A cover letter is essential! - include a summary on the below:
 - What do you see as the benefits of training away from a large training centre?
 - In Northland there are significant inequities in health outcomes between Māori & Pākeha. What changes to the health system can most reduce the health inequities suffered by Māori?
 - How will you contribute to healthcare in Northland?

AUCKLAND REGION



Why Choose Us?

- WDHB is a particularly good for PGY1s because it has so many general runs available.
- From this general platform you can launch into your chosen specialty with confidence
- WDHB is committed to training our junior doctors well and we do our best to ensure that protected teaching time is honoured. Separate teaching programs have been designed to meet the unique training requirements of both PGY 1 and PGY2.



AUCKLAND CITY

Why Choose Us?

- Largest DHB with the greatest range of sub specialties and national clinic leaders
- A strong tradition of clinical education and teaching support with protected training since 1999

Why Choose Us?

- Supportive friendly environment
- Diverse range of patient presentation
- Busy attachments but incredibly rewarding clinical work and huge opportunities for learning



AUCKLAND REGION

Recruitment Process

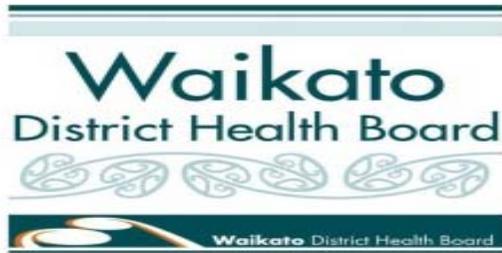
- All applicants are reviewed according to the Prevocational Training Committee (PVTTC) Selection and Allocation Policy. Accessed through:
<http://www.aucklanddoctors.co.nz/rmos/recruitment/generalinformation/pgy1positions/>
- The PVTTC review and rank applications for all three Auckland Region District Health Boards.
- The Region does not hold interviews.



AUCKLAND REGION

Selection Criteria

- CV – include key information from cover letter in the personal summary of CV
- Cover Letter is **not necessary** as the PVTC review applications for the region
- References
- Consideration of ACE scoring
- PVTC Selection and Allocation Policy including preferential pathways and Fit for Purpose Practitioner model



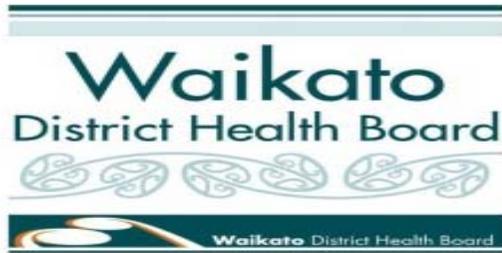
HAMILTON

Why Choose Us?

Hamilton is based in the heart of the Waikato and offers a great balance of city and adventure lifestyles. A buzzing atmosphere with the benefits of being in close proximity to beaches, mountains, lakes and the velodrome, we have a small city feel which can't be beat.

We survey our house officers regularly and asked them why they like working Waikato DHB. These were some of their top reasons from the last few years:

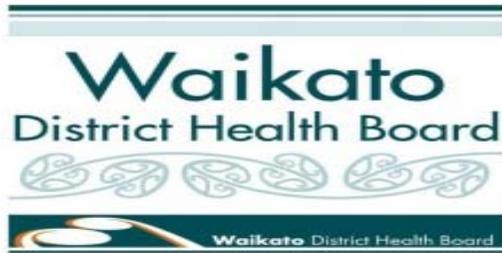
- Excellent senior and junior teaching staff
- Supportive atmosphere which fosters strong collegial relationships
- Great access to theatre to get hands-on experience
- Wide range of clinical specialties available on one campus
- Availability of good, affordable accommodation close to the hospital
- Fantastic lifestyle
- On average, less demand on your time after-hours and at weekends than other hospitals



HAMILTON

Recruitment Process

- Waikato DHB will review all applicants who have applied to Waikato DHB equally.
 - Candidates are NOT required to make contact with the RMO Support Service personally to express an interest prior to applications closing nor are they required to have attended a hospital visit or interview to be considered.
- We use **only** the information provided as part of the ACE application process to review and assess our candidates.
- Cover letters play a significant part in our assessment and as such it's highly valuable if a candidate has written a cover letter specific to Waikato DHB outlining their interest in us as a destination for commencing their medical career.

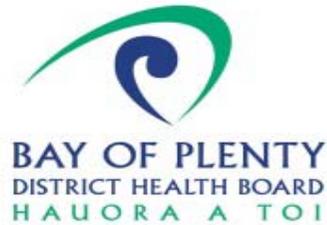


HAMILTON

Selection Criteria

Waikato DHB uses both the scoring criteria established by ACE, as well as a set of DHB specific criteria such as:

- The content within a candidates cover letter
 - Whanau / family connections to the Waikato
 - TI or medical attachments completed with Waikato DHB
 - A clear demonstration of interest in Waikato DHB as a destination for the commencement of their career
- We are looking for well-rounded graduates who align with and understand our population and their needs.
- Our Strategy is simple- **People at heart** - and this is reflected in our assessment priorities.
- Ensuring our medical workforce has an appropriate fit for our population is important to us



TAURANGA

Why Choose Us?

- Tauranga Hospital serves one of the fastest growing populations in the country, with 349 beds
- Good supervision, well supported
- Small enough to be inclusive and big enough to see a wide variety of patients
- Great location



WHAKATANE

Why Choose Us?

- Whakatane Hospital is a modern, 110 bed hospital
- Good supervision and well supported
- Opportunities to learn directly from Consultants
- Good location and the best beach in NZ!



TAURANGA & WHAKATANE

Recruitment Process

- Candidates are encouraged to make direct contact with the Medical staffing units prior to applications closing – via email, phone call or a personal visit
- The BOP DHB conducts interviews for PGY1 positions in Tauranga and will most likely introduce this process for Whakatane positions this year also.
 - On receipt of applications from ACE, selection panels will meet and shortlist applicants for interview.
 - The Medical Staffing Unit will make contact with all shortlisted applicants to arrange suitable interview times.
- Interviews generally take place in early July and the options for interview are telephone, Skype or in-person interviews.
 - The interview panel consists of 2 x educational supervisors, Maori Health Unit rep; RMO (PGY2 rep), Medical Staffing Unit Co-Ordinator.
 - Interviews generally take 15-20 minutes



TAURANGA & WHAKATANE

Selection Criteria

When shortlisting candidates for interview, we consider a number of factors:

- The cover letter – is it individually written for our specific area?
- Does the application demonstrate the candidate has done some research and knows about us – demographics, values etc?
- Has the applicant made direct contact with us?
- Are the references supportive and encouraging of the applicant?



ROTORUA

Why Choose Us?

- Friendly & supportive atmosphere
- Modern facilities, short commute, FREE parking, Secure bicycle storage
- Gain hands-on experience in a wide range of clinical conditions
- Easy access to outdoor activities like kayaking and mountain biking



ROTORUA

Recruitment Process

- Candidates are encouraged to visit the hospital
- Prefer a cover letter with application
- Review of the application and cover letter – no interviews conducted



ROTORUA

Selection Process

- Prefer a personalised cover letter
- CV
- Consideration of ACE scoring
- References from supervisors
- Personal or family connection to the Lakes DHB area
- Keen interest in working at Lakes DHB (i.e. visited prior to applying)
- Preference for applicants that identify as Maori or Pacific Island ethnicity



GISBORNE

Why Choose Us?

- Learn and experience what real doctors do from your very first year here with lots of hands-on experience under the guidance of our fantastic supportive SMO team.
- Be part of a close tight-knit team who end up being your family, sharing beachside accommodation at reasonable cost.
- Enjoy your early morning surf and sunny bike ride to work. Fire up that BBQ and enjoy the relaxed, sunny and beautiful coastal town that is Gizzy!!



GISBORNE

Recruitment Process

- DHB contact is not required
- No interviews are conducted
- Applications are reviewed and ranked by a panel
 - RMO Unit Manager
 - CMO
 - Pre-Vocational Educational Supervisors (x2)
 - Clinical Director
 - Local GP (Representative in the Maori Doctor Association)



GISBORNE

Selection Criteria

- Good Cover Letter and CV (both mandatory)
- Local connections
 - Family/friends in region or neighbouring regions/towns
 - Completed an attachment in the Gisborne region
- Interest in Te Reo / Maori culture
- Rural background or completed a rural attachment
- Interests and lifestyle in line with what Gisborne offers
- Hard-working, reliable, team player who enjoys rural, small town fun



HASTINGS

Why Choose Us?

- Hawkes Bay Hospital is a 400 bed secondary hospital located in Hastings.
- All specialties are on site (except Cardiothoracics, Plastics and Neurosurgery).
- Serving a regional population of approximately 160,000, Hawkes Bay Hospital is one of the country's largest provincial hospitals and has a key role in providing a high level of care to the wider Hawkes Bay, Wairoa and Central Hawkes Bay.



HASTINGS

Recruitment Process

- Review of application according to ACE & DHB scoring – no interviews conducted.
- **We strongly recommend a visit to the Hospital.**



HASTINGS

Selection Criteria

- Mandatory Cover Letter
- Consideration of ACE scoring



NEW PLYMOUTH

Why Choose Us?

- Taranaki Base is a great place to work and learn. Junior staff find that the hospital provides a very supportive and friendly working environment.
- We have a stable Consultant and experienced nursing base to help through those tricky times. You really get to know everyone and you get enough time off to enjoy the lifestyle.
- New Plymouth itself is a vibrant and progressive town and Taranaki is a province with virtually unlimited opportunities for recreation. People love living here.



NEW PLYMOUTH

Recruitment Process

- Review of application only – no interviews conducted.



NEW PLYMOUTH

Selection Criteria

- Although not mandatory, a cover letter is useful and is your opportunity to stand out.
- Formal interviews are not conducted.
- ACE scoring is taken into account with different selection panel members placing their own weighting to each criterion.
- Taranaki DHB are looking for applicants with good communication skills who work well in a team and are motivated with a genuine interest in working at Taranaki DHB.



WHANGANUI

Why Choose Us?

- Supportive working environment with a focus on patient safety
- Close working relationship with the Consultants/Supervisors
- Opportunities to gain clinical skills
- Broad range of patient presentations
- Optimal time in theatre during surgical runs
- More responsibility and opportunity at a junior level, making treatment decisions rather than just clerking patients
- Whanganui Hospital has a wide range of services with general medicine, general surgery, orthopaedics, O&G, paediatrics, emergency medicine, anaesthetics and psychiatry included.
- CBA attachments in urgent care or psychogeriatrics, community mental health and palliative care are offered in PGY2. There are also ENT and ophthalmology services provided on-site.
- Our Critical Care Unit caters for the majority of our intubated patients, with further support and other specialties provided by Palmerston North Hospital and tertiary care at Wellington Hospital.



WHANGANUI

Recruitment Process

- **Expression of interest / Covering letter and CV.**
Review of applications.
- Shortlisted applicants will be contacted to arrange a suitable time for a – **Skype / Zoom Interview.**
- If you would like a tour of our hospital or would like to discuss your choice with us, we would welcome your call. Tours are by appointment only.



WHANGANUI

Selection Criteria

- Mandatory Cover Letter
- Applicant interview process
- Consideration of ACE scoring
- Lived or have family in the region, or have studied in the region and a NZ permanent resident or citizen.
- Whanganui places a high value on applicants who meet our DHB values
 - Open & Honest
 - Respectful & Empathetic
 - Caring & Considerate
 - Committed to fostering meaningful relationships
 - Family-centred



PALMERSTON NORTH

Why Choose Us?

- We are a 356 bed hospital – small enough to be collegial but big enough to give you a range of experiences
- We provide a supportive learning environment
- Plenty of “hands on” experience
- All first year runs have registrars and consultants
- 4 relief positions to cover leave absences
- 6 relief positions to cover ROs and RDOs
- O & G rotations available in Q4 of PGY1
- Emergency Medicine rotations from PGY 2
- Paediatric rotations from end of PGY2
- ICU rotation (including time in theatre) from PGY3
- Excellent library facilities
- 5 minutes from city centre – no traffic hassles!
- Bicycle friendly
- Affordable living expenses
- Lots of activities to do in the weekends
- Easy trip to Wellington, Hawkes Bay, Ski fields when you want to get out of town for a few days



PALMERSTON NORTH

Recruitment Process

- If candidates would like to visit the DHB we are happy to facilitate this especially this year as the Road Show does not include DHB representatives.
- Whenever possible, if you visit, we will organise an RMO for you to talk to as well as a chance to talk to RMO Unit staff.
- We review all applicants who prefer our DHB.
- We do not hold interviews or have an EOI process



PALMERSTON NORTH

Selection Criteria

- Academic Achievement Record
- References
- Consideration of ACE scoring
- Personal interests/hobbies
- Previous work experience
- Cover letter giving reason for choosing Palmerston North e.g. studied here, family ties, like smaller hospital etc.

WELLINGTON REGION





WELLINGTON REGION

Why Choose Us?

- Wellington has repeatedly been voted New Zealand's top life-style city and is the cultural and creative hub of the country - renowned for its café culture, fantastic restaurants, sparkling harbour and close proximity to vineyards.
- The Wellington DHBs endeavour to provide a great RMO experience, through robust medical supervision, teaching and progression opportunities
- Rotations are available across all 3 DHB's and 4 of our hospitals which means you can meet all of your training requirements within the one region; this includes the possibility of Rural attachments



WELLINGTON REGION

Recruitment Process

Expression of interest

- Needs to be submitted if you'd like a phone interview.

<https://www.surveymonkey.com/r/H6MS7ZB>

EOI Survey closes 31st May 2019

**If you're on elective in Q3 we strongly recommend you complete the EOI asap.*

Phone Interviews

- Conducted from Late March to 16th of June 2019.
- *This interview contributes up to 25 points to your DHB score.*

**Skype and face-to-face interviews will not be offered as an alternative to the above.*



WELLINGTON REGION

Selection Criteria

- All applications and references are reviewed.
 - CVs, Cover Letters and Interviews are scored and added to the ACE score for an overall combined score.
- When reviewing CV and Cover letters, our panel looks out for:
 - Career progression and aspirations linked to our 3DHBs
 - Commitments in the Region
 - Family/Friends or support in the region
 - Previous work experience, community work or volunteering undertaken
 - Research undertaken or other qualifications obtained

Please note that:

- ❖ The Wellington Region doesn't award additional marks based on the University you are graduating from or to candidates who have interned with us.
- ❖ Visits to the RMO Unit are not required, as we do not award extra points to your applications. The best way to bolster your Wellington application is by completing the phone interview.
- ❖ We do offer late starts. Please make sure you indicate your interest if you are matched to our DHB.

Why Choose Us?

As advised by our present 1st Years –

- Nelson is a neat close knit hospital that offers a greater level of clinical experience and is located in the sunshine capital of NZ with good weather throughout the year.
- Nice city/beaches/national parks.
- Great kayaking, mountain biking, rock climbing, tramping.
- Supportive Consultants and Registrars who are keen to teach.
- Lots of 1:1 learning.
- Lots of hands on learning/procedures e.g. ascetic drains, chest drains, intubation, time in theatre.
- Lots of opportunities to be involved in frontline patient care.
- Good opportunities to continue post grad training.
- Very satisfying and friendly workplace.
- 3 National Parks and a Forest Park within about an hour's drive containing approx 90 backcountry huts.
- Supportive and helpful RMO Unit.

Recruitment Process

Face to Face Interview

- Interviews include tour of the hospital & chance to meet House Officers for open discussion.
- *Please note interviews in Nelson will not be available in the school holidays or last week of May.*
- Please email Loretta Matheson on Loretta.matheson@nmdhb.govt.nz to organise an interview.

Selection Criteria

- Optional Cover Letter
- Applicant interview process
 - conducted throughout the year and leading up to selection.
- Consideration of ACE scoring
- Individual DHB selection criteria
 - (e.g., studied in the region etc, can work effectively/collegially in a small group).
- Late starts may be accommodated, at the discretion of our DHB. Please note that our ability to facilitate late starts are dependent on a number of factors, and may not be able to be confirmed until later in the year.



WAIRAU

Why Choose Us?

- Small friendly team
- No Registrars
- Fabulous province with equally fabulous weather to do all the activities the area has to offer.

Recruitment Process

Face to Face Interview

- Interviews include tour of the hospital & chance to meet House Officers for open discussion.
- Please email Loretta Matheson on Loretta.matheson@nmdhb.govt.nz to organise an interview.

Selection Criteria

- Mandatory Cover Letter
- Applicant interview process
- Consideration of ACE scoring
- Individual DHB selection criteria
 - (e.g., studied in the region etc, can work effectively/collegially in a small group).
- Late starts may be accommodated, at the discretion of our DHB. Please note that our ability to facilitate late starts are dependent on a number of factors, and may not be able to be confirmed until later in the year.

Canterbury

District Health Board

Te Poari Hauora o Waitaha

CHRISTCHURCH

Why Choose Us?

- New facilities, including state of the art teaching and learning facility
- Big tertiary hospital experience in a comfortably sized city with plenty of opportunities for outdoor activities and great dining experiences!
- Friendly, helpful staff in RDST – so we are told...
- Clinical Team Coordinators (ICU / ED trained senior nurses) triage work out of hours, including nights – always on hand to help new RMOs
- METU leads a proactive approach to learning and experience, with a comprehensive four day orientation programme for first years commencing in November
- CDHB is a great place for both prevocational and vocational training. Supportive clinical supervisors and Prevocational educational supervisors. Wide range of clinical experiences as a tertiary centre. “Check Mate” mentoring system. Good clinical skills and sick patient scenario teaching.
- CDHB does consistently well in physicians’ fellowship examination [one of leading sites in Australasia].
- Don’t worry about car parking – CHCH is flat so you can walk, cycle or Lime scooter (we still have them)

Canterbury

District Health Board

Te Poari Hauora o Waitaha

CHRISTCHURCH

Recruitment Process

- DHB contact is not required
- No interviews are conducted
- Review of application only

For any questions, contact:

Janelle Butcher

Janelle.butcher@cdhb.health.nz

Team Leader Resident Doctors' Support Team

Canterbury DHB, Private Bag 4710, Christchurch

Canterbury

District Health Board

Te Poari Hauora o Waitaha

CHRISTCHURCH

Selection Criteria

- Well put together and concise CV and covering letter
 - Including something 'special' about you
- Commitment to living & working in Christchurch
 - Priority for returning Cantabrians
- Good referee reports
- Consistent grades through university years
- Consideration of ACE score
- Other interests / activities
- ***We are looking for 'well rounded' people***



TIMARU

Why Choose Us?

- Large picturesque coastal town
- Central Location – approx. 2 hours from Christchurch and Dunedin
- Many outdoor recreation opportunities, such as boating, surfing, camping, tramping, climbing and skiing
- Within easy reach of sea, lakes, rivers and mountains
- SCDHB Tekapo Holiday Home
- Good range of pubs/bars, cafes and restaurants
- Multiplex Movie Cinema

Recruitment Process

- Expression of interest and encouraged to visit DHB to meet with RMO Manager/RMO Rep.
 - Contact the RMO Manager with EOI any time prior to applications closing
- No formal interview conducted rather a discussion.
- Review of application.
- Cover letter very important.

Selection Criteria

- Cover letter is extremely important and must accompany application.
 - This gives us insight into the candidates fit for the team (interests/hobbies)
 - if they understand the environment in our DHB e.g. no Registrars
 - if they know the District, as this will assist their transition if they are familiar with Timaru, however this is not the only consideration.
- References are also a top consideration so advise applicants to choose their referees carefully.



DUNEDIN

Why Choose Us?

- Dunedin Hospital is a 400 bed tertiary hospital located in Central Dunedin serving the city of Dunedin and the wider Otago region.
- Dunedin Hospital offers experiences in a wide range of specialities, both Surgical and Medical.
- The Hospital enjoys close ties with the University of Otago and prides itself on creating excellent learning opportunities for junior staff.



DUNEDIN

Recruitment Process

- We welcome applicants to introduce themselves to the RMO Unit at Dunedin Hospital if they are in the area, or to phone the RMO Unit and introduce themselves if they are from out of town.
- We also welcome applicants to make contact with Prevocational Educational Supervisor indicating their desire to work at Dunedin Hospital. We keep a record of those who do (any or all of the above).
- We do not conduct interviews - applications are reviewed carefully by our ACE panel, including cover letter, CV and references.
- Those that clearly specify Dunedin as their first preference and support this with a clear reason why, are ranked first.
- Attention to detail in cover letters is important also.



DUNEDIN

Selection Criteria

- The full and complete ACE application will be taken into consideration.
- Cover Letter Required
 - Our ACE panel particularly appreciate a clear and honest indication in the applicant's cover letter of their ties to Dunedin and/or why they are wishing to move here to work.
- That is, in addition to introducing themselves to the RMO Unit also



INVERCARGILL

Why Choose Us?

Southland Hospital enables professionals to:

- Live the lifestyle they dreamed of
- Enjoy a clinically challenging job
- Work in a laid back yet efficient modern hospital environment.



INVERCARGILL

Recruitment Process

- We welcome candidates to make themselves known to us and keep a record of those who do. This establishes a relationship with us, especially if they are Southlanders and want to be near their homes.
- If they are currently TI's here they can call into the RMO unit and say 'hi', otherwise just by email or phone is fine.
- We don't interview candidates, just rank everyone, selecting those who really want to be in Southland first. There is not usually any contact with them at this stage.



INVERCARGILL

Selection Criteria

- We look for those wanting to come to or return to Southland
- Cover Letter Required
 - We check the cover letter for reasons why you are applying to Southland, family connections etc, and that you do mean Southland!
- Then how well your CV is written, language used, grammar, mistakes etc.
- References are the next main criteria, rather than your academic achievement.
 - We are looking for the committed hard workers who are passionate about their medical direction.
- Murihiku Health Scholarship recipients who are applying for a position should make themselves known to the RMO Unit team.