

ACE RMO
End of Year
Report

2019

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Northern
Regional Alliance
He Hononga o te Raki

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Introduction

The Advanced Choice of Employment (ACE) scheme provides a national recruitment process for the employment of first year House Officers on behalf of all the District Health Boards (DHB's) in New Zealand. The ACE scheme was introduced in 2003, simplifying the application process for first year House Officer Positions and streamlining the appointment process for DHB's. The ACE scheme uses a centralised match process that simultaneously considers applicants' employer (DHB) preferences, and the DHB's ranking of applicants. The match process results in applicants being matched to one House Officer Position in one DHB, in accordance with their expressed DHB preferences.

This report examines the results of the Advanced Choice of Employment scheme for the 2019 intake and identifies recommendations for future intakes.

Overview

Applications for the ACE RMO 2019 Intake opened in February 2019, with 602 registrants starting an application through the ACE RMO website. Once applications closed in June, 537 complete applications were received by ACE – a slight increase from the 533 completed applications received for the 2018 intake.

Of the 537 completed applications received, 507 were from Category One applicants (graduates from a New Zealand medical school and citizens or permanent residents of New Zealand/Australia), 11 from Category Two applicants (graduates from an Australian medical school and citizens or permanent residents of New Zealand / Australia), and 19 from Category Three applicants (graduates from a New Zealand medical school and not holders of permanent residency in New Zealand / Australia). All 537 completed applications were scored by ACE and forwarded to DHB's for the ranking process.

Once all DHB's returned their rankings and finalised position numbers to ACE in July, the ACE match process – which consists of the pre-match audit, electronic match, post-electronic match audit and manual match (if required) – could be initiated. The post-electronic match audit identified 11 unfilled PGY1 positions and 11 unmatched Category One applicants. ACE initiated the manual match process to address the above issues. The unmatched Category One applicants and DHB's with unfilled positions were given the opportunity to expand their initial preferences and rankings to ensure the best possible outcome could be achieved – increased likelihood of Category One applicants obtaining a position, and DHB's filling their remaining positions.

In alignment with the algorithm principles, the manual match considered Category One applicants' preferences first, then their ranking level at their preferred hospital. Once all of the DHB ranked Category One applicants were considered, Category Two applicants were matched. No Category Three applicants

were matched in this intake, as all positions were filled prior to the time that they could be considered for a PGY1 position.

This year ACE received 507 New Zealand medical school graduate applications, which were 6 more than the 501 planned for based on University forecasts. This meant that there were more New Zealand medical school graduates requiring placement in November 2019 than there were positions available throughout the country. This situation is in contrast to the situation over the last few years when the number of graduates seeking placement has been less than the placements available. The reasons for this difference include a number of 2018 graduates who did not seek placement last year, or graduated late, and are therefore eligible for the 2019 intake.

To rectify the shortfall of positions, the DHBs were asked to establish an additional 6 PGY1 positions in 2019 to provide placements for all eligible funded New Zealand medical school graduates requiring placement.

ACE contacted the DHBs that were taking an additional placement(s) and reopened the ACE portal to enable them to amend the available position numbers for their DHB. The running of the ACE match was processed on Monday 15th July, slightly later than the original planned date.

All 507 positions available for the ACE RMO 2019 Intake were filled at the end of the ACE match process. Category One applicants filled 506 positions, and a Category Two applicant filled the remaining 1 position. No Category Three applicants were matched to a position. After the match process was completed, 30 applicants, including 1 Category One applicant*, remained unmatched and were automatically placed in the Talent Pool to be considered by the DHB's for any subsequent PGY1 positions during the year.

* The 1 Category one applicant who remained unmatched was not ranked by any of their 6 preferred employers and was only willing to work at one particular DHB site and chose not to be available where the vacancies were in the manual match process. Subsequently this applicant was matched via the Talent Pool to their number one preferred DHB.

This year 84.81% of matched applicants were successfully matched to a position in their first preference DHB/hospital. A total of 94.87% of matched applicants were matched to a position in their first, second, third or fourth DHB/hospital preference. The remaining 5.13% of matched applicants were matched to a position in a DHB/hospital within their 5th to 20th preferences.

Overall, the match process for the ACE RMO 2019 Intake worked accurately and successfully, providing excellent results for a high percentage of candidates and filling all 507 positions submitted by the DHB's.

Data Analysis

Applications Overview

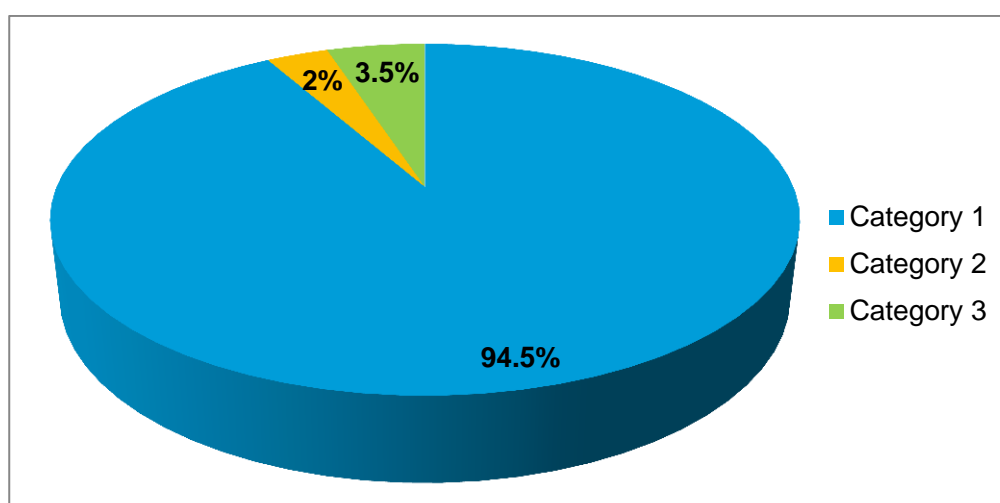
Completed Applications by Category

The number of completed applications received for the ACE RMO 2019 intake was as expected when compared to previous years. However, there has been a slight shift this year in the proportion of applications received from each category. In the 2018 intake, 3.2% of all completed applications were from Category Two candidates and 5.1% from Category Three candidates. In the 2019 intake, 2% of all completed applications were from Category Two candidates and 3.5% from Category Three candidates, so less applications were received from Category Two and Category Three candidates than in 2018 (Table 1 & Figure 1).

Table 1: Completed Applications by Category

Application Category		Number of completed applications
Category 1	NZ Graduate - NZ Resident/Citizen	505
	NZ Graduate - AUS Resident/Citizen	2
	Total	507
Category 2	AUS Graduate - NZ Resident/Citizen	7
	AUS Graduate - AUS Resident/Citizen	4
	Total	11
Category 3	NZ Graduate - Non Resident/Citizen	19
	Total	19
Total Completed Applications		537

Figure 1: Completed Applications by Category



In the 2019 intake, there were 2 re-applicants and 28 paired applicants – a substantial decrease from 42 paired applicants in the 2018 intake. The majority of applicants 97.2% (522/537) indicated that they were able to commence employment on the set start date for the 2019/2020 training year. Applicants that indicated a late start included 9 Category One, 5 Category Two and 1 Category Three applicants.

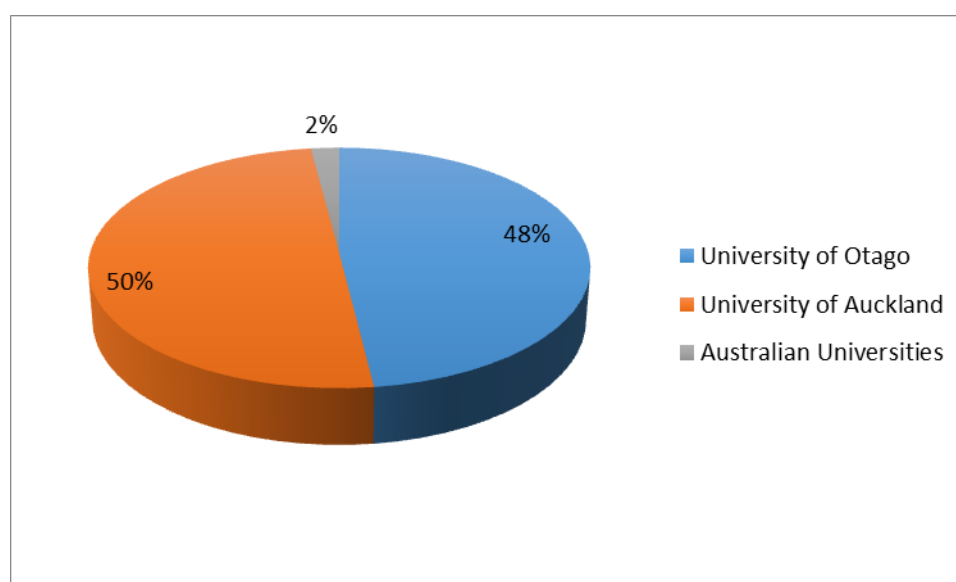
Completed Applications by Applicant Tertiary Provider

Growth in graduate numbers, from both the University of Otago and the University of Auckland, is reflected in the increased number of completed applications received from medical students completing their degree at the respective tertiary providers (Table 2).

Table 2: Completed Applications by Applicant Tertiary Provider (2019 & 2018)

Applicant Tertiary Provider	Number of Applications 2019	Number of Applications 2018
University of Otago	258	279
University of Auckland	268	237
Australian Universities	11	17
Total	537	533

Figure 2: Completed Applications by Applicant Tertiary Provider



Employer Overview

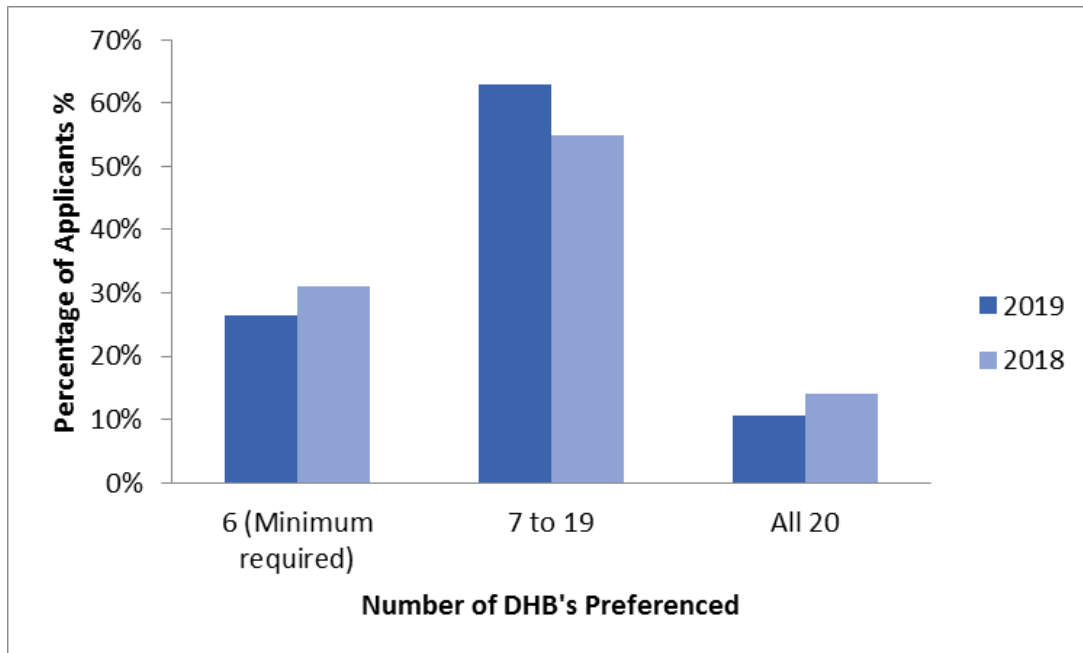
Number of DHB's/Hospitals Preferred by Applicants

Compared to the 2018 ACE RMO Intake, applicants seem to have taken a more orthodox approach when selecting DHB/Hospital preferences. In the 2019 ACE RMO Intake, 26.5% of applicants only selected the minimum number of DHB/Hospital preferences required and only 10.5% of applicants preferred all 20 DHB's/Hospitals, compared to 31% and 14% respectively in 2018 (Figure 3).

Table 3: Number of DHB's/Hospitals Preferred by Applicants

Number of DHB's Preferred	Number of Applicants
6 (Minimum required)	142
7 to 19	339
All 20	56
Total	537

Figure 3: Number of DHB's/Hospitals Preferred by Applicants (2018 & 2019)

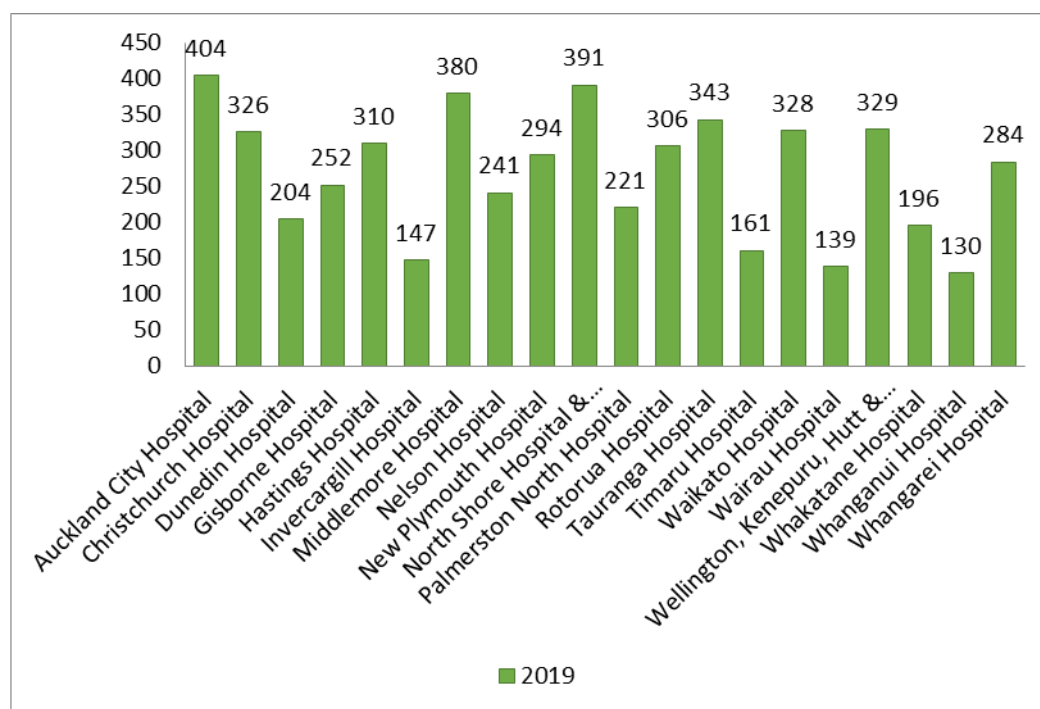


Complete Applications Received by Employers

Table 4: Complete Applications Received by Employers (2018 & 2019)

Employer	Number of Applications in 2019	Number of Applications in 2018	Variance +/-
Auckland City Hospital	404	402	+2
Christchurch Hospital	326	322	+4
Dunedin Hospital	204	221	-17
Gisborne Hospital	252	253	-1
Hastings Hospital	310	274	+36
Invercargill Hospital	147	167	-20
Middlemore Hospital	380	386	-6
Nelson Hospital	241	264	-23
New Plymouth Hospital	294	283	+11
North Shore Hospital & Waitakere Hospital	391	367	+24
Palmerston North Hospital	221	269	-48
Rotorua Hospital	306	329	-23
Tauranga Hospital	343	340	+3
Timaru Hospital	161	174	-13
Waikato Hospital	328	337	-9
Wairau Hospital	139	154	-15
Wellington, Kenepuru, Hutt & Masterton Hospitals	329	355	-26
Whakatane Hospital	196	234	-38
Whanganui Hospital	130	152	-22
Whangarei Hospital	284	287	-3

Figure 4: Complete Applications Received by Employers

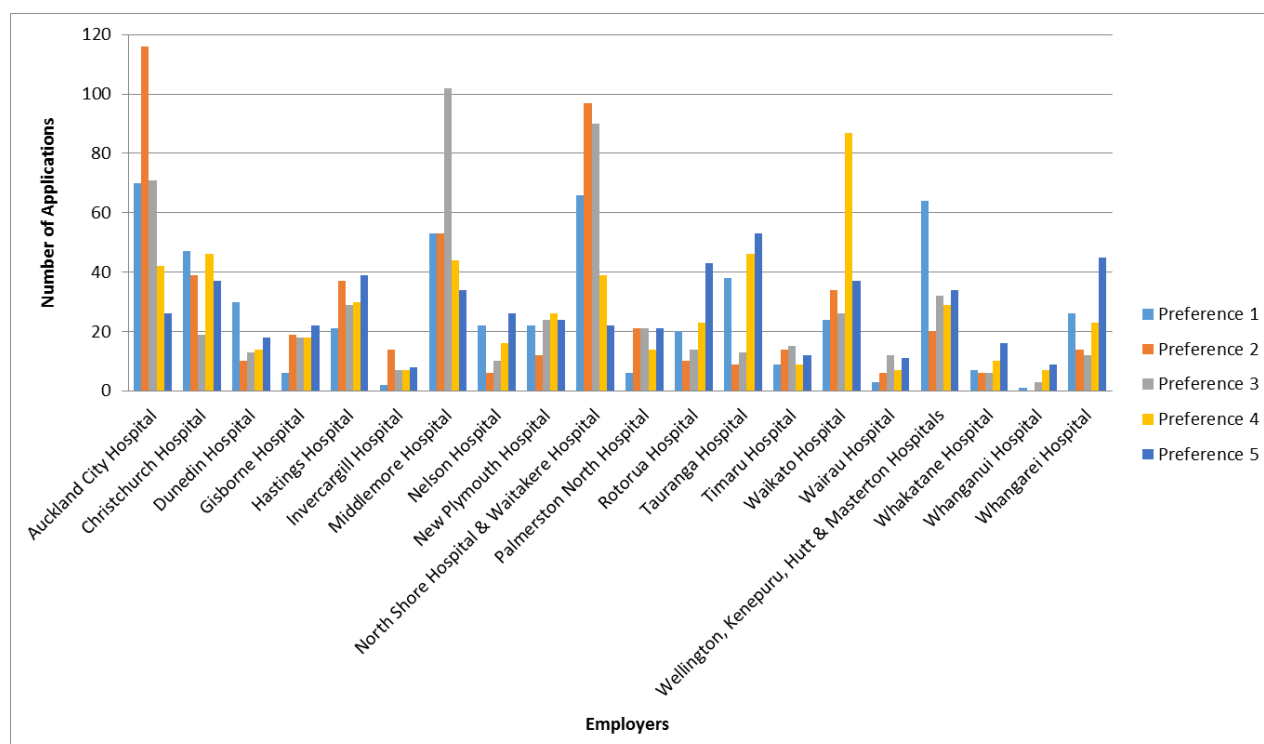


Applicant Preferences of DHB's/Hospitals

Table 5: Applicant Preferences of DHB's/Hospitals (Preference 1 to 5)

Employer	Pref 1	Pref 2	Pref 3	Pref 4	Pref 5
Auckland City Hospital	70	116	71	42	26
Christchurch Hospital	47	39	19	46	37
Dunedin Hospital	30	10	13	14	18
Gisborne Hospital	6	19	18	18	22
Hastings Hospital	21	37	29	30	39
Invercargill Hospital	2	14	7	7	8
Middlemore Hospital	53	53	102	44	34
Nelson Hospital	22	6	10	16	26
New Plymouth Hospital	22	12	24	26	24
North Shore Hospital & Waitakere Hospital	66	97	90	39	22
Palmerston North Hospital	6	21	21	14	21
Rotorua Hospital	20	10	14	23	43
Tauranga Hospital	38	9	13	46	53
Timaru Hospital	9	14	15	9	12
Waikato Hospital	24	34	26	87	37
Wairau Hospital	3	6	12	7	11
Wellington, Kenepuru, Hutt & Masterton Hospitals	34	20	32	29	34
Whakatane Hospital	7	6	6	10	16
Whanganui Hospital	1	0	3	7	9
Whangarei Hospital	26	14	12	23	45

Figure 5: Applicant Preferences of DHB's/Hospitals (Preference 1 to 5)

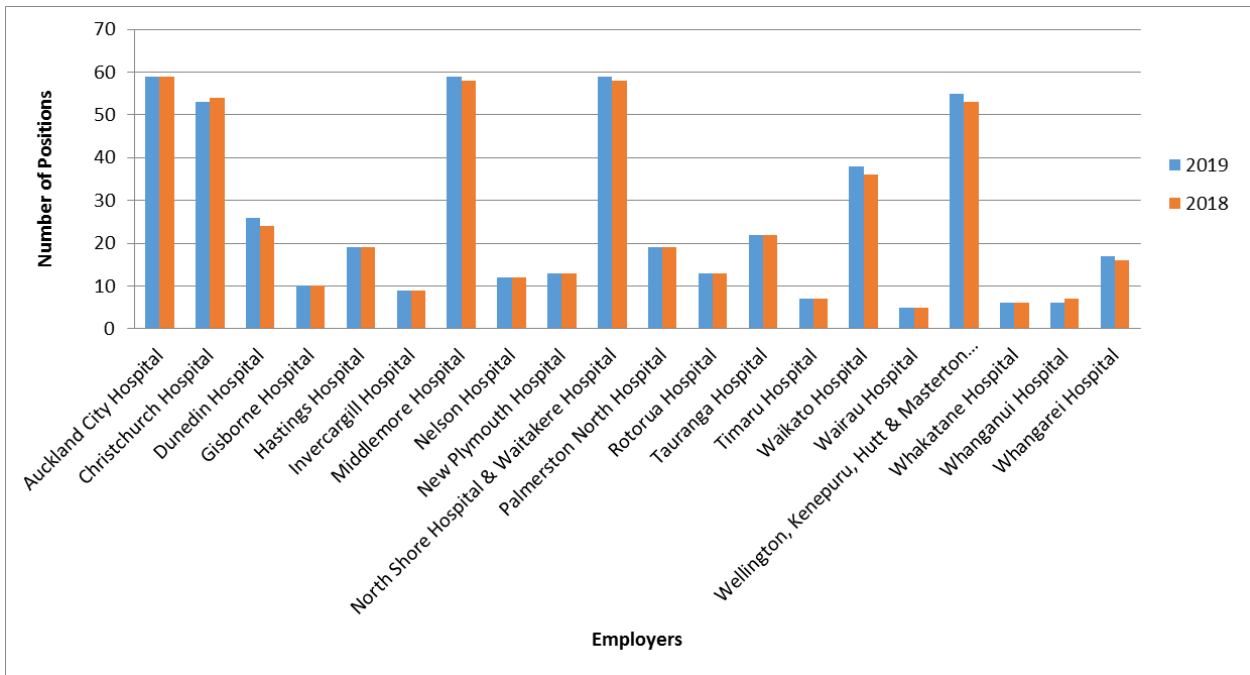


Number of PGY1 Positions Available by Employer

Table 6: Number of PGY1 Positions by Employer (2018 & 2019)

Employer	2019 (Training Year 2020)	2018 (Training Year 2019)
Auckland City Hospital	59	59
Christchurch Hospital	53	54
Dunedin Hospital	26	24
Gisborne Hospital	10	10
Hastings Hospital	19	19
Invercargill Hospital	9	9
Middlemore Hospital	59	58
Nelson Hospital	12	12
New Plymouth Hospital	13	13
North Shore Hospital & Waitakere Hospital	59	58
Palmerston North Hospital	19	19
Rotorua Hospital	13	13
Tauranga Hospital	22	22
Timaru Hospital	7	7
Waikato Hospital	38	36
Wairau Hospital	5	5
Wellington, Kenepuru, Hutt & Masterton Hospitals	55	53
Whakatane Hospital	6	6
Whanganui Hospital	6	7
Whangarei Hospital	17	16
Total	507	500

Figure 6: Number of PGY1 Positions by Employer (2018 & 2019)



Match Overview

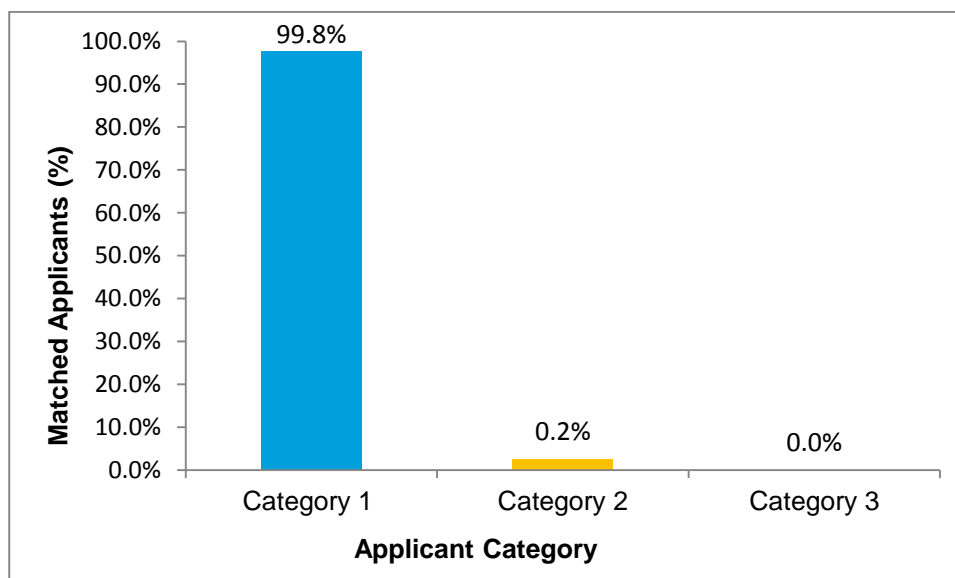
Matched Applicants by Category

As a result of the match process for the ACE RMO 2019 Intake, 506 Category One and 1 Category Two applicant was successfully matched to the 507 PGY1 positions available nationally (Table 7). Category One applicants made up 99.8% of all matched applicants (Figure 7), compared to 98% in 2018.

Table 7: Matched Applicants by Category

Applicant Category		Number of matched applicants
Category 1	NZ Graduate - NZ Res/Citizen	504
	NZ Graduate - AUS Res/Citizen	2
	Total	506
Category 2	AUS Graduate - NZ Res/Citizen	1
	AUS Graduate - AUS Res/Citizen	0
	Total	1
Category 3	NZ Graduate - Non Res/Citizen	0
	Total	0
Total Matched Applicants		507

Figure 7: Matched Applicants by Category (%)



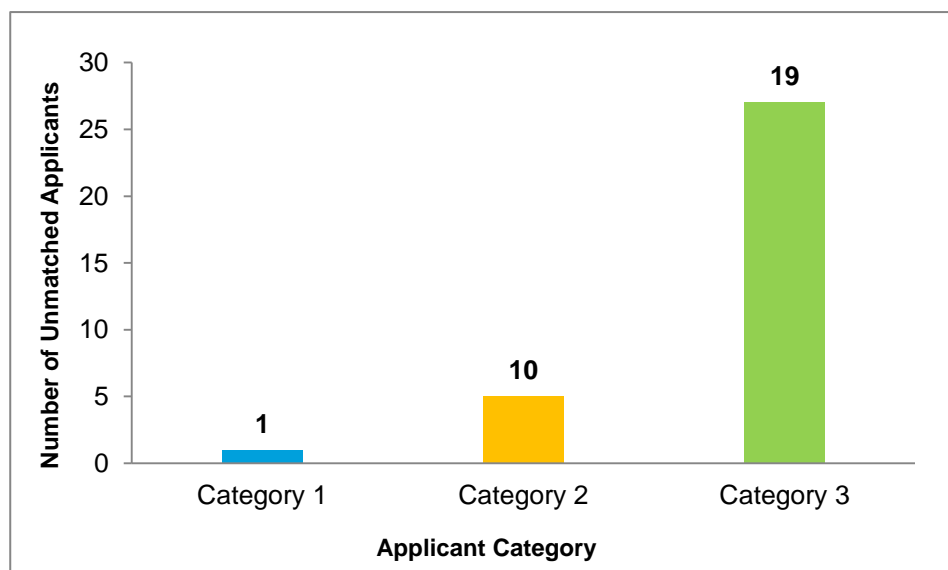
Unmatched Applicants by Category

Following the electronic and manual match process 30 applicants remain unmatched and have automatically been placed in the Talent Pool. Unmatched applicants include 1 Category One applicant, 10 Category Two applicants and 19 Category Three applicants (Table 8 & Figure 8).

Table 8: Unmatched Applicants by Category

Applicant Category		Number of unmatched applicants
Category 1	NZ Graduate - NZ Res/Citizen	1
Category 2	AUS Graduate - NZ Res/Citizen	10
Category 3	NZ Graduate - Non Res/Citizen	19
Total Unmatched Applicants		30

Figure 8: Unmatched Applicants by Category



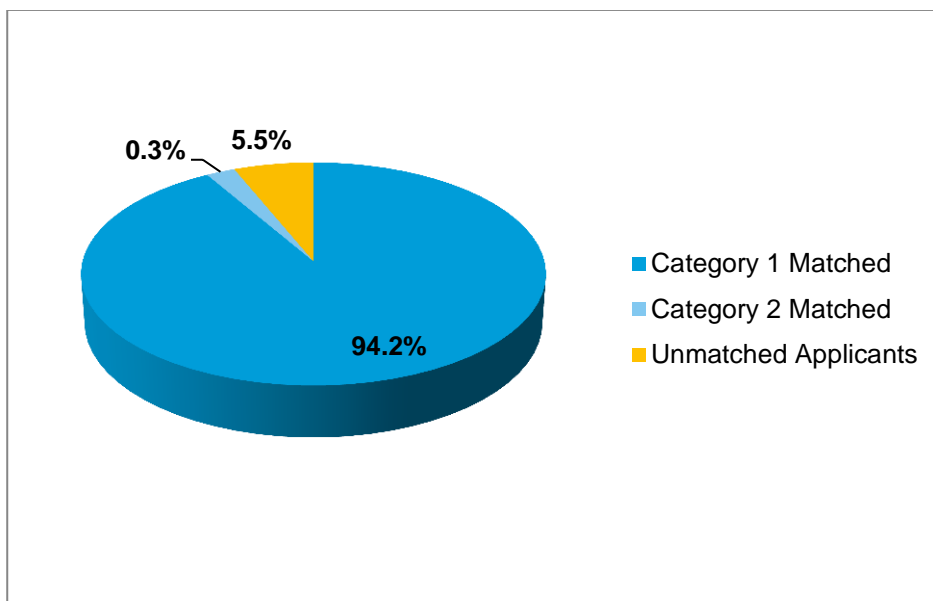
Overall Match Outcome

Out of the 537 applicants that applied to the ACE RMO 2019 Intake, 94.4% were successfully matched to a position and 5.5% remain unmatched (Table 9 & Figure 9).

Table 9: Overview of Match Outcome for all Applicants

Match Outcome		Number of applicants
Matched	Category 1 applicants	506
	Category 2 applicants	1
	Total matched applicants	507
Unmatched	Category 1 applicants	1
	Category 2 applicants	10
	Category 3 applicants	19
	Total unmatched applicants	30
Total Applicants		537

Figure 9: Overview of Match Outcome for all Applicants (%)



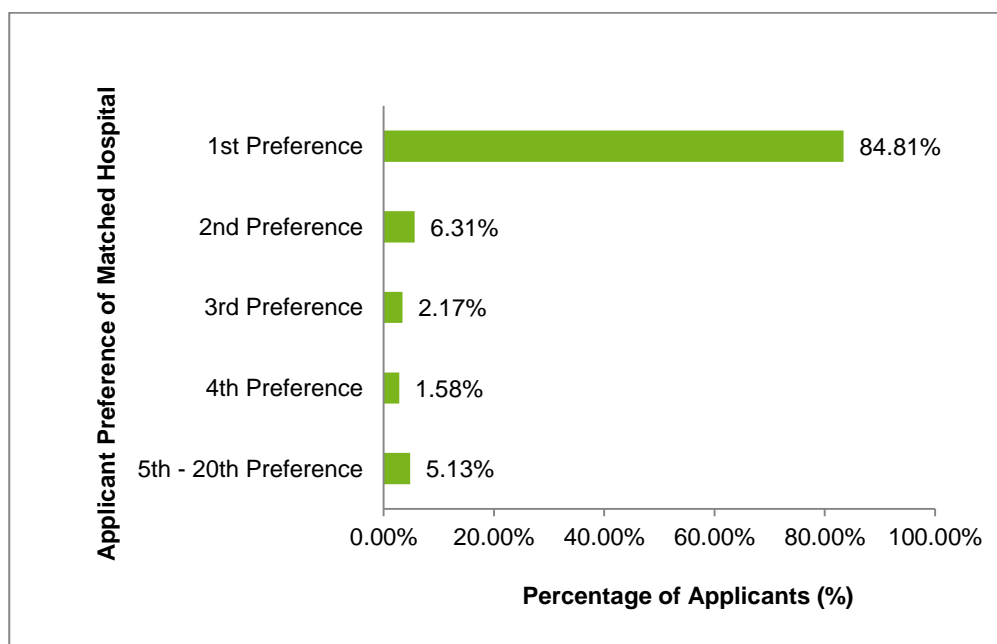
Matched Applicants – Preference Received

All matched applicants are matched to a position in one of their preferred DHB's/Hospitals. In the ACE RMO 2019 Intake, 84.81% (compared to 83.40% in 2018) of matched applicants were successfully matched to a position in their first preference DHB/Hospital (Table 10 & Figure 10).

Table 10: Preferences Received by Matched Applicants (2014 – 2019)

Preference Received	ACE RMO Intake Year					
	2019	2018	2017	2016	2015	2014
1 st Preference	84.81%	83.40%	86.05%	83.20%	84.67%	87.30%
2 nd Preference	6.31%	5.60%	5.50%	6.60%	5.42%	3.30%
3 rd Preference	2.17%	3.40%	2.33%	2.30%	3.54%	2.20%
4 th Preference	1.58%	2.80%	2.11%	1.10%	1.89%	0.20%
5 th - 20 th Preference	5.13%	4.80%	4.01%	6.80%	4.48%	7.00%

Figure 10: Preferences Received by Matched Applicants 2019



In 2019, 24 out of the 29 paired applicants were matched to positions in their first preference of DHB/Hospital. The remainder of the paired applicants were matched to their 3rd, 7th and 10th preference of DHB/Hospital.

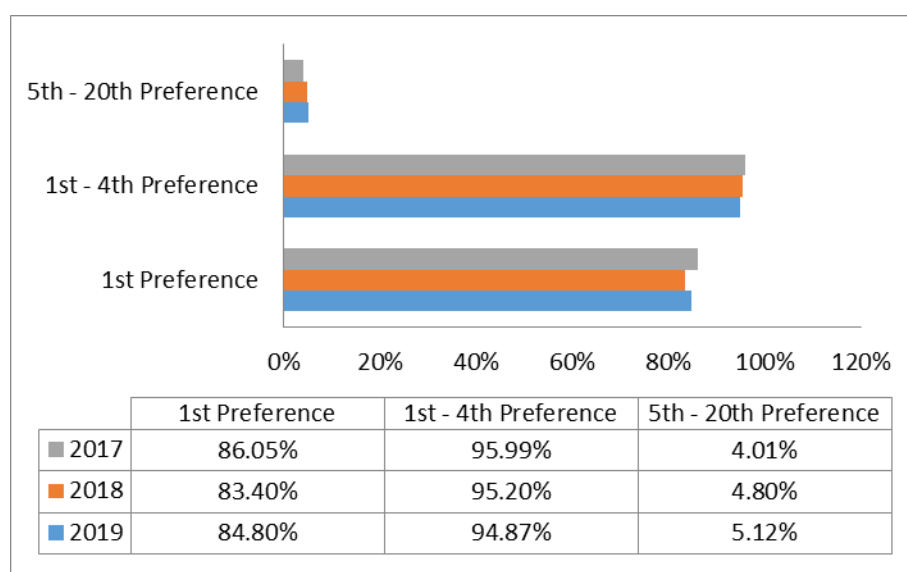
Matched Applicants (All Categories) – Preference Results Comparison

In comparison to the 2018 intake preference results, a slightly higher percentage of applicants were matched to a position in their first preference DHB/hospital. However, results are much closer when comparing the percentage of applicants who were matched to a position in a DHB/hospital that was within their first to fourth preference; slightly decreased 0.33% and their fifth to twentieth preference slightly increased 0.32% (Table 11 & Figure 11).

Table 11: Matched Applicants (All Categories) Preference Results (2017, 2018 & 2019)

Preference Result	ACE RMO Intake Year		
	2019	2018	2017
1st Preference	84.80%	83.40%	86.05%
1st - 4th Preference	94.87%	95.20%	95.99%
5th - 20th Preference	5.12%	4.80%	4.01%

Figure 11: Matched Applicants (All Categories) Preference Results (2017, 2018 & 2019)



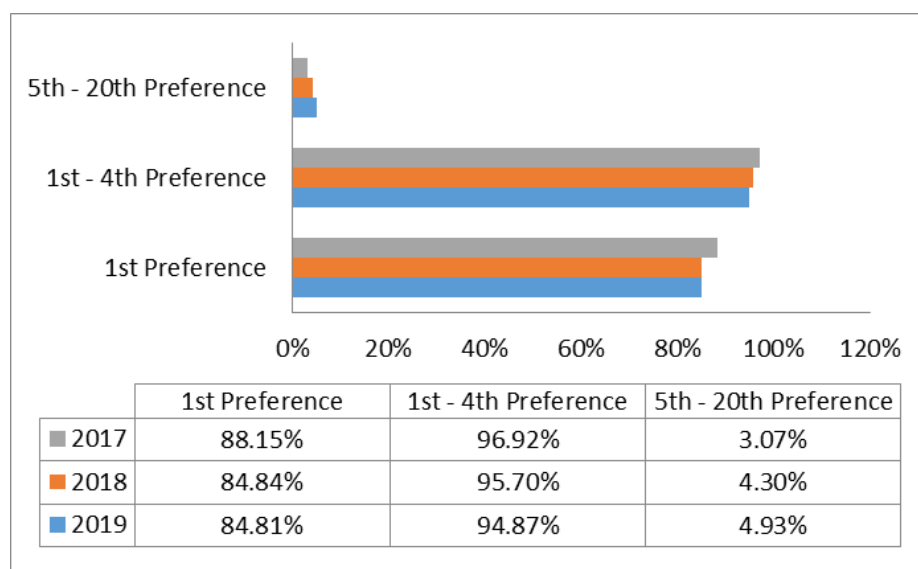
Matched Category One Applicants – Preference Results

Preference results for matched Category One applicants (Table 12) are slightly higher than preference results for all matched applicants (Table 11); however, results for first preference and first to fourth preferences are still lower when compared to the 2017 and 2018 intakes. Candidates matched to their fifth to twentieth employer preferences increased when compared to the 2017 and 2018 intakes.

Table 12: Matched Category One Applicants Preference Results (2017, 2018 & 2019)

Category One Preference Results	ACE RMO Intake Year		
	2019	2018	2017
1st Preference	84.81%	84.84%	88.15%
1st - 4th Preference	94.87%	95.70%	96.92%
5th - 20th Preference	4.93%	4.30%	3.07%

Figure 12: Matched Category One Applicants Preference Results (2017, 2018 & 2019)



Ethnicity Data

Ethnicity data was collected using the method of prioritising ethnic groups in the order of Māori, Pacific, Other and NZ European, in alignment with the Ministry of Health’s Ethnicity Data Protocol. All applicants who identified as Māori or Pacific have been successfully employed. Additionally, 98% of NZ European candidates were employed and an average of 88% of candidates who identified as Asian, Other and/or Blank were employed (Table 13 & Table 14).

Table 13: Total Number of Applicants & Successful Applicants by Ethnicity

Ethnicity	Total Applicants	Total Successful Applicants
New Zealand Māori - Iwi/Hapu	63	63
Pacific	21	21
Asian	157	137
Other	25	22
New Zealand European	254	249
Blank (Did not respond)	17	15
Total	537	507

Figure 13: Total Number of Applicants & Successful Applicants by Ethnicity

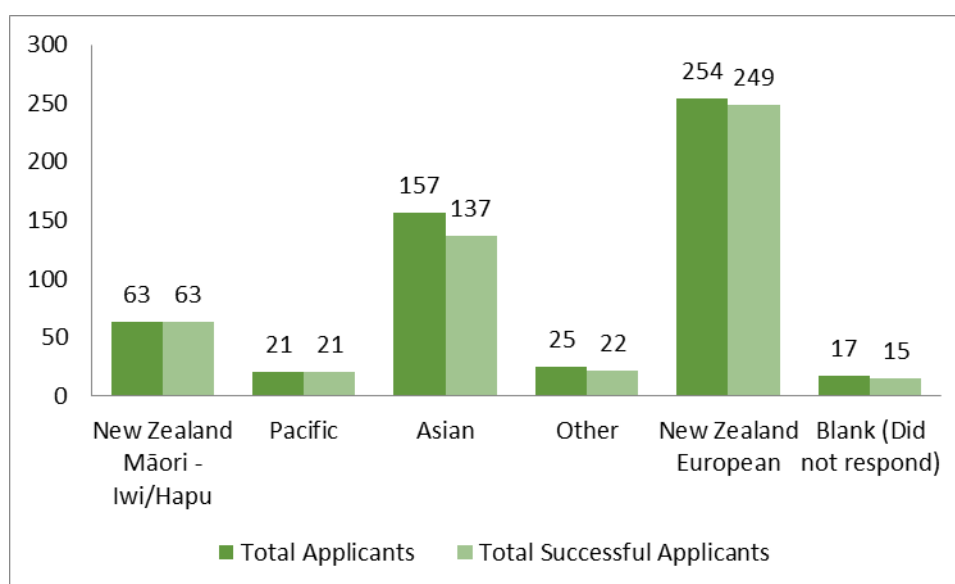
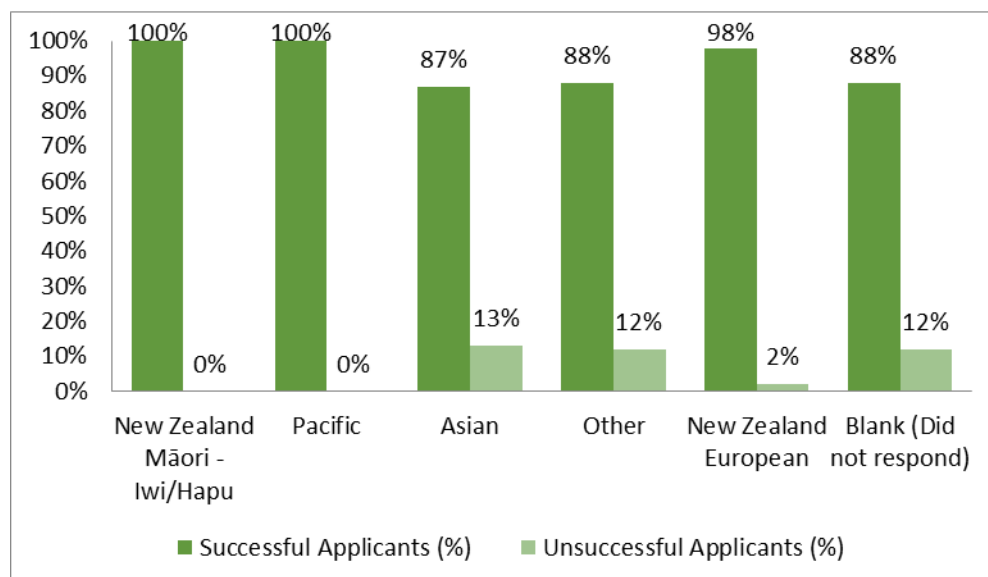


Table 14: Successful and Unsuccessful Applicants by Ethnicity (%)

Self-Identified Ethnicity	Successful Applicants (%)	Unsuccessful Applicants (%)
New Zealand Māori - Iwi/Hapu	100%	0%
Pacific	100%	0%
Asian	87%	13%
Other	88%	12%
New Zealand European	98%	2%
Blank (Did not respond)	88%	12%

Figure 14: Successful and Unsuccessful Applicants by Ethnicity (%)



Key Challenges

This year ACE received 507 New Zealand medical school graduate applications, which were 6 more than the 501 planned for based on University forecasts. This meant that there were more New Zealand medical school graduates requiring placement in November 2019 than there were positions available throughout the country. This situation is in contrast to the situation over the last few years when the number of graduates seeking placement has been less than the placements available. The reasons for this difference include a number of 2018 graduates who did not seek placement last year, or graduated late, and are therefore eligible for the 2019 intake.

To rectify the shortfall of positions, the DHBs were asked to establish an additional 6 PGY1 positions in 2019 to provide placements for all eligible funded New Zealand medical school graduates requiring placement. ACE contacted the DHBs that were taking an additional placement(s) and reopened the ACE portal to enable them to amend the available position numbers for their DHB. The running of the ACE match was processed on Monday 15th July, slightly later than the original planned date.

After the electronic match was completed there were:

- 11 unfilled positions across 3 hospitals
- 11 unmatched Category One applicants

Solution

ACE performed a manual match to find the best possible outcome for the DHB's with unfilled positions and the unmatched Category One applicants. The manual match required the unmatched Category One applicants to expand their preferences to DHB's outside of those they had initially preferred and required the DHB's to rank further applicants.

Once ACE was notified by the unmatched applicants and DHB's of their further preferences and rankings, a manual match was conducted strictly following the ACE RMO algorithm principles. As a result of the manual match process, 10 unmatched Category One applicants and 1 unmatched Category Two applicant were successfully matched to a position - filling all remaining positions in the DHB's. 1 Category One applicant remained unmatched as they were only willing to work at one particular DHB and chose not to be available where the vacancies were in the manual match process.

Recommendation

ACE recommends all DHB's continue to review all applications and rank as many suitable applicants – especially Category One applicants, as possible to reduce the number of unmatched Category One applicants and unfilled positions. ACE also recommends that applicants continue to rank as many DHB's as possible to increase the likelihood of being matched to a position.

ACE Talent Pool

All applicants who were not matched to a DHB during the ACE match process were automatically placed in the ACE Talent Pool. The DHB's use this talent pool to fill any subsequent positions that may arise during the year after the ACE intake is completed. The ACE Talent Pool was released to the DHB's a day after offer letters were sent out to the successful applicants. 1 DHB required early access to the talent pool because 1 applicant declined their employment offer. This position remains unfilled.

Acceptances and Declines

A week after ACE released match results to applicants, DHB's sent out offer letters to all matched applicants. Following the offer process, 1 Category One candidate declined their offer to take up another non-ACE position elsewhere. This position, which was declined at Waikato DHB, remains unmatched. 29 candidates remain in the Talent Pool as of 7 October 2019.