

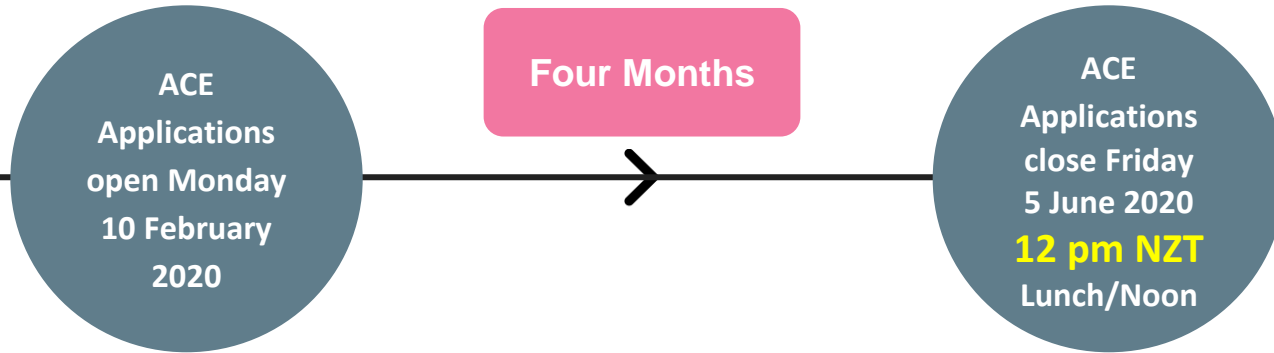
# ACE RMO Roadshow 2020 Presentation



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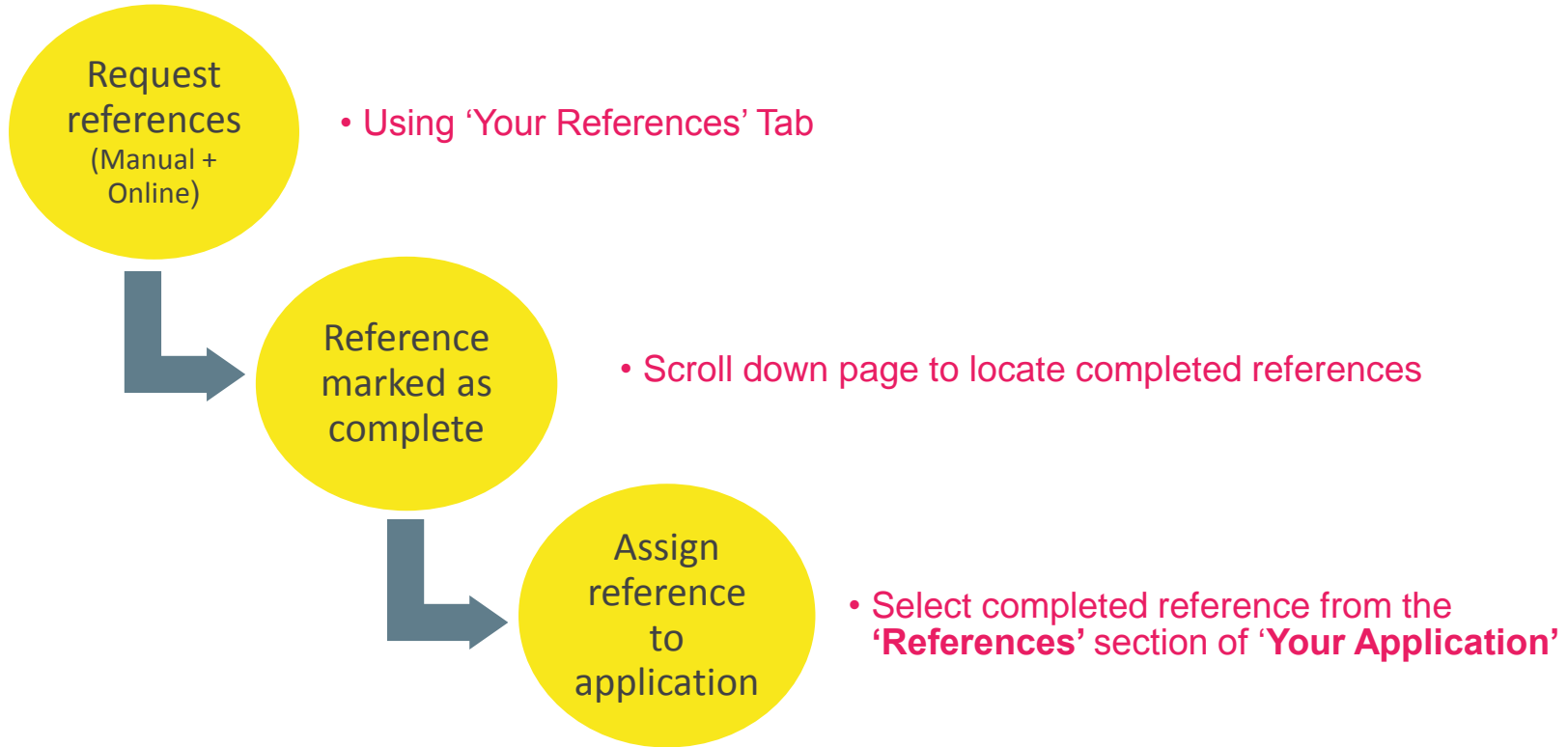
<https://rmo.acenz.net.nz/>

# ACE RMO Applications

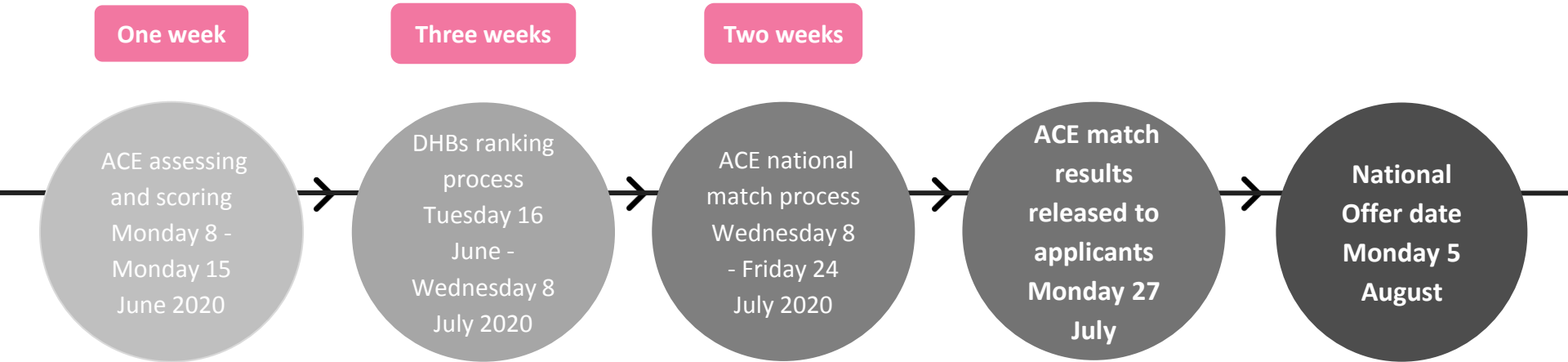


**This is a job application!**

# References



# ACE RMO 2020 Timeline



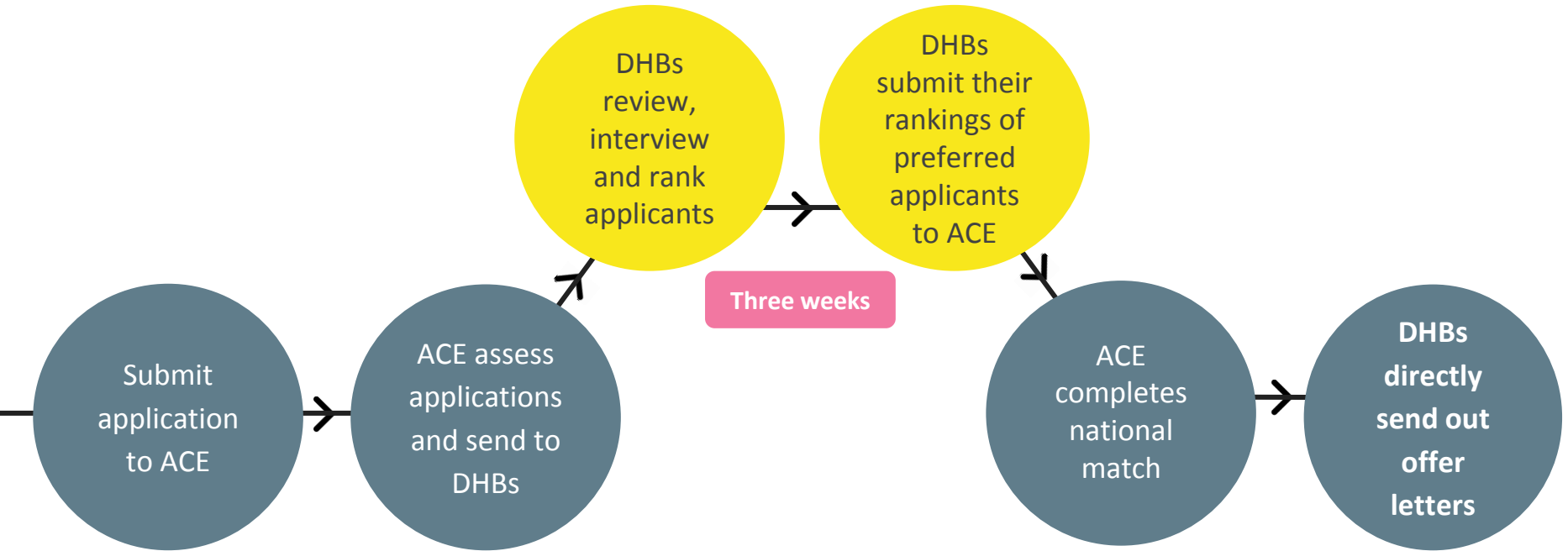
**Applicants must respond to their matched DHB within seven days to accept or decline the offer**

# ACE Scoring Criteria

- ✓ References
- ✓ Year 2 and 3 (GPA/Distinction )
- ✓ Year 4/5 (Distinction/ Deans Commendation)
- ✓ Prizes/Scholarships
- ✓ Additional Qualifications
- ✓ Publications and Presentations



# DHB Selection and Ranking Process



Please note that DHBs will review all applications they have received, however, might only rank applicants suitable for their DHBs

# DHB Scoring Criteria

- ✓ CV and/or Cover Letter
- ✓ References (Please note that there is absolutely no problem in submitting references from different settings e.g. mix of GP, hospital based(different clinical attachments), laboratory based, community setting etc.). The DHBs prefer to see a broad range of references.)
- ✓ ACE Scoring
- ✓ Interview – Phone **or** Face to Face **or** None
- ✓ Expression of Interest letter/Contact with RMO Recruiters/Coordinators
- ✓ Individual DHB selection criteria



# ACE Match Process

## Electronic Match Process

ACE compiles and audits DHB rankings, applicant preferences and number of DHB positions

ACE run the electronic match and audit the results of the electronic match

**If there are unmatched applicants and also unfilled positions with DHBs**

## Manual Match Process

ACE contact unmatched applicants and DHBs with vacant positions to expand their preferences/ rankings

ACE run the manual match and combine it with the electronic match results

ACE releases the match results to DHBs and Applicants



# ACE Match 2019 Results



Applicants	Matched	Unmatched
Category One	506	1
Category Two	1	10
Category Three	0	19
Total Applications (537)	507	30

*It's a Match!*

84.81% matched to their first preference, 6.31% matched to their second and 2.17% matched to their third preference. 93.3% of all matched applicants were matched to one of their top three DHB preferences.



# Things to remember

- References – Try to obtain a good mix of references from different settings example mix of GP, hospital based (different clinical attachments), laboratory based, community setting.
- Research the employers – Read the DHB Information Sheets on the ACE website to find out what their requirements are, what they can offer you, speak to the recruitment contacts at the DHBs you are keen to work for.
- Preferences – Be ready to move! Remember, you don't need to disclose your preferences to the DHBs at any stage of the process.
- CV – Don't make them too long! Should be clear and concise. Include a short personal summary as some DHBs don't look at cover letters.
- Cover letters - Find out information on the DHBs and reflect this in your cover letters.
- Don't address your cover letters to the wrong DHB and don't upload them in the wrong slot.
- Spell check everything in your application!
- Don't leave it to the last minute! There are absolutely no extensions so make sure all the required sections of your application are complete (have a green tick) before the application close date.

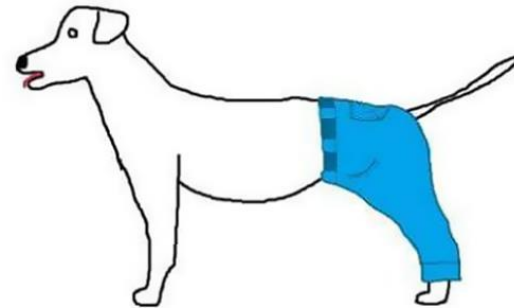
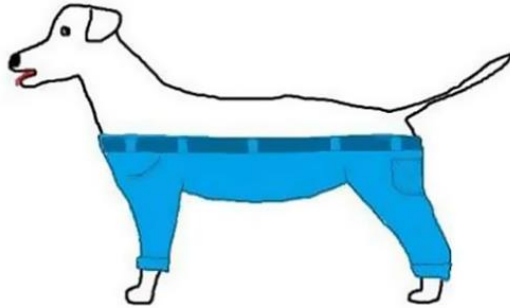
# Questions?

If a dog wore pants would he wear them

like this

or

like this?





**ALL THE BEST EVERYONE!**



Thank you!

## Example Questions

- References: Applicants are required to provide 3 references from supervising clinicians from their final (6th) year. A referee must be a SMO (consultant or specialist – your boss) who is vocationally registered in their area of practice or a GP and who has observed the applicant’s clinical work in a NZ health setting or in a comparable health setting (as defined by the Medical Council of New Zealand). Following an amendment to the ACE Business rules, applicants completing an elective in a non-comparable health country can use a reference from that placement if their clinical supervisor possess a current practising certificate and has acquired vocational scope of practice with either the New Zealand Medical Council, Australian Medical Council, General Medical Council (GMC) or Irish Medical Councils.
- Documents: ID and Residency documents must be certified by Justice of the Peace, Court Registrar, Lawyer, Police Officer. (Photo page of NZ passport/Australian passport or other overseas passport, relevant visa page, New Zealand driver licence, birth certificate or citizenship certificate.)
- DHB Preferences – Minimum Six, Recommended Ten
- Cover letters – Optional but very helpful. One page – professional, positive and enthusiastic but not desperate
- Documents required to complete application – ACE online application, University Transcript, ID Documents, 3 completed references, Current CV.
- Convictions minus point on ACE scoring? - Typically all the convictions are handled by DHBs on a case by case basis and ACE is not involved in this process. As such the conviction mentioned in the ACE application will have no effect on the ACE scoring process.

## Example Questions

- Late Starters - It is preferred that you be available to commence employment at the start of the relevant training year. However, if this is not possible you will need to indicate this and the reason in your ACE application and Cover Letter. Your details will be sent to the employers you preference and your application will be marked as a late start. Employers will then have the option to rank your application or not. If an employer is unable to accommodate a late start they are not obligated to rank you. Should an applicant be made aware AFTER the ACE match that they are unable to commence on time it is vital they speak with the employer they were matched with as soon as possible.
- Clean Slate act relevant in terms of disclosing conviction in the ACE application - If the role you'll be employed to is an exception to the Clean Sate Act example a role involving care and protection of a child or a young person, then your records of convictions must be disclosed. As such if you had any convictions or you were discharged without conviction, it mush be disclosed on your ACE RMO application. All RMO positions are deemed Core Children's workers roles and therefore covered on the VCA
- DHBs able to view all cover letters - The DHBs will only see the cover letters written specifically for them. If there is no specific cover letter then they will just see the general cover letter you have uploaded.
- Any consideration given to families, particularly with partners working in the same DHB - ACE uses centralised/ automatic matching process using the algorithm which depends on applicants employer preferences and DHBs rankings of the applicants. As such it's not possible for the ACE system to consider your personal situation while running the ACE match. We do recommend that you to use your cover letter to explain your situation to the DHBs along with the other reasons you want to work at a particular DHB.

- Purpose of ACE scoring the application - As per the business rules agreed by all the DHBS, ACE facilitates the recruitment process for the DHBs by using a centralised match process which includes providing a criteria based scoring for all the completed applications received. The ACE scoring system does not shortlist the applicants in any way. All the completed applications are sent to the DHBs (as per the applicant DHB preferences). We don't hold back any applications cover letters or any other documents. Your application and documents will be sent to all the DHBs you'll preference in your application no matter how they score on the ACE system.
- Voluntary Bonding – New Graduate Entry opportunity - The Voluntary Bonding Scheme is a practical initiative run by Health Workforce New Zealand to move graduates into the communities and specialties that need them most, and to retain essential allied health professionals in New Zealand. Those on the scheme receive annual payments to help repay their student loan or as top-up income.

For more information on Hard- to –staff communities and specialties and registration procedure please check the MOH website.

<http://www.health.govt.nz/our-work/health-workforce/voluntary-bonding-scheme/voluntary-bonding-2017-intake-information>