



ACE RMO 2020 Match Report (2021 Training Year)



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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 2021 Training Year Intake and identifies recommendations for future intakes.

Overview

Applications for the ACE RMO Intake 2021 Training Year opened 10 February 2020, with 629 registrants starting an application via the ACE RMO website. Once applications closed on 31 July 2020, 561 applications were completed, an increase from the 537 completed applications received for the previous intake.

Of the 561 completed applications received;

- 524 were from Category One applicants (graduates from a New Zealand medical school and citizens or permanent residents of New Zealand/Australia).
- 15 from Category Two applicants (graduates from an Australian medical school and citizens or permanent residents of New Zealand/Australia).
- 22 from Category Three applicants (graduates from a New Zealand medical school and not holders of permanent residency in New Zealand/Australia).

All 561 completed applications were reviewed, audited and scored by ACE and then forwarded to each participating employer for the ranking process.

As soon as employers returned their rankings and finalised their position numbers in September 2020, the ACE RMO 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 2 unfilled PGY1 positions and 2 unmatched Category One applicants. ACE initiated the Manual Match process to address the issue. The Manual Match process was completed in alignment with the ACE RMO Match algorithm principles.

The two identified unmatched Category One applicants and the two employers with unfilled positions were given the opportunity to expand their initial preferences and rankings to ensure the best possible outcome could be achieved. This increased the likelihood of the unmatched Category One applicants obtaining a position and the employers who had vacancies to fill their remaining positions.

This year ACE received 529 confirmed PGY1 positions nationally for New Zealand medical school graduates, which was more than planned based on earlier University forecasts of graduating Category One and Category Two and Three applicants.

Match Outcome

At the completion of the ACE Match process, 1 Category One applicant remained unmatched and one position remained unfilled (note that this applicant was subsequently employed into a PGY1 position outside of the match process).

- 528 of the 529 positions available for the ACE RMO Intake 2021 Training Year were filled at the completion of the ACE Match process.
- Category One applicants filled 523 positions.
- 5 Category Two applicants filled 5 of the 6 remaining positions.
- 33 applicants, including 1 Category One applicant, remained unmatched and were automatically placed into the national Talent Pool to be considered by employers for any subsequent PGY1 positions during the year.
- 1 vacant position remained in 1 DHB following the match and was subsequently filled from the talent pool.

The ACE Algorithm and Match process delivered positive results in terms of applicant matching to employer preference;

- 86.70% of matched applicants were successfully matched to a position at their first employer preference.
- 96.91% of matched applicants were matched to a position in their first, second, third or fourth employer preferences.
- The remaining 3.09% of matched applicants were matched to a position within their 5th to 20th employer preferences.

Overall, the Match process for the ACE RMO Intake 2021 Training Year operated accurately and successfully, providing excellent results for a high percentage of candidates and filling 528 of the 529 positions originally submitted by all employers.

Change to Training Year Date

In July 2020, DHB Chief Executives endorsed a proposal to change resident medical officer (RMO) rotation dates. The ACE RMO Intake 2021 Training Year began its PGY1 training programme with most matched applicants starting their positions from 18 January 2021. This current intake is part of a transitional year. Previously PGY1 training year start dates for PGY1 House Officers began in late November. The decision now aligns New Zealand's start dates for all RMO's with our Australian counterparts. As such the name of the ACE RMO application intake itself has changed from ACE RMO 2020 Intake to ACE RMO Intake 2021 Training Year. The previous intake was the ACE RMO 2019 Intake.

Data Analysis

Applications Overview

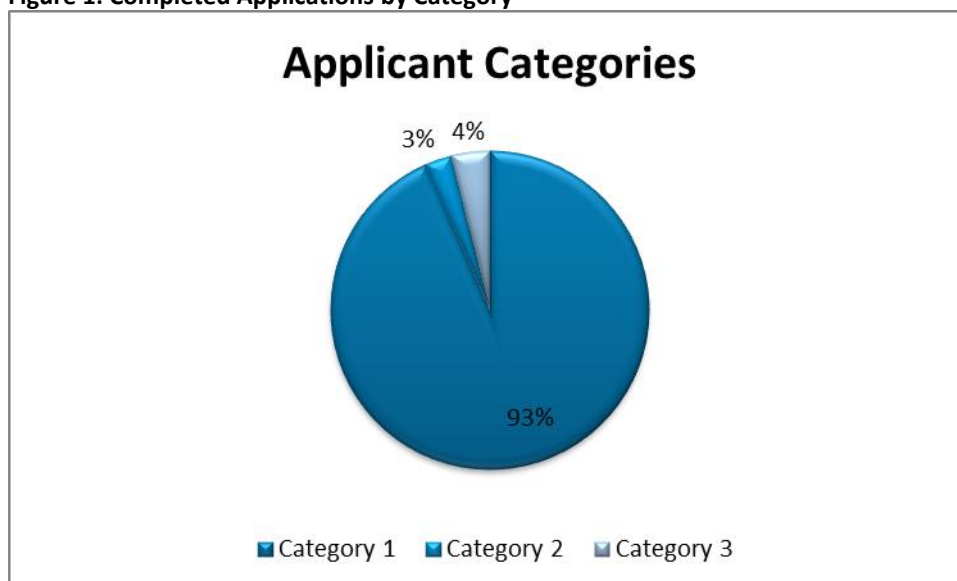
Completed Applications by Category

The overall number of completed applications received for the ACE RMO Intake 2021 Training Year increased compared to previous years however, there was a slight decrease in the number of completed applications from Category Two and Three applicants. 2.67% of all completed applications were from Category Two candidates compared to 3.2% in 2019 and 3.92% from Category Three candidates compared to 5.1% in 2019.

Table 1: Completed Applications by Category

Application Category		Total
Category One	NZ Graduate, NZ Resident/Citizen	521
	NZ Graduate, AUS Resident/Citizen	3
	Total	524
Category Two	AUS Graduate, NZ Resident/Citizen	12
	AUS Graduate, AUS Resident/Citizen	3
	Total	15
Category Three	NZ Graduate, Non Resident/Citizen	22
Total		561

Figure 1: Completed Applications by Category



Four applicants reapplied to the 2021 Training Year Intake (applicants who had applied in 2019 and were not matched to a position at the time the 2020 intake opened) and 30 paired applicants made paired submissions. 2 reapplied and 38 pairs applied to the previous 2019 Intake. The majority of applicants 96.4% (540/561) indicated that they were able to commence employment on the set start date of 18 January 2021 for the 2021 Training Year. 16 Category One and 5 Category Two applicants indicated a late start in Quarter 1 or Quarter 2. No Category Three applicants indicated a late start.

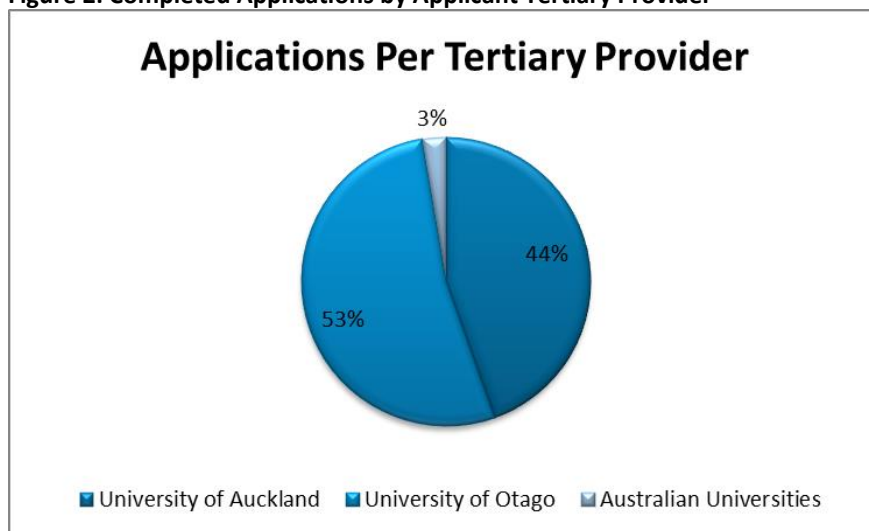
Completed Applications by Tertiary Provider

This year saw growth in the number of graduates from University of Otago and this correlates to an increased number of total completed applications received from medical students completing their degree at their respective tertiary providers (Table 2).

Table 2: Completed Applications by Applicant Tertiary Provider (2016 - 2020)

Tertiary Provider	2016	2017	2018	2019	2020
University of Auckland	211	214	237	268	250
University of Otago	280	257	279	258	296
Australian Universities	25	35	17	11	15
Total	516	506	533	537	561

Figure 2: Completed Applications by Applicant Tertiary Provider



Employer Overview

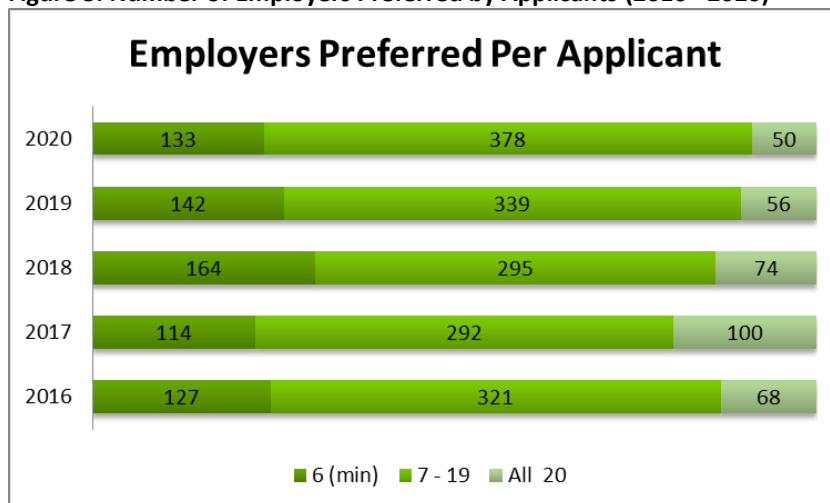
Number of Employers Preferred by Applicants

Applicants continue to take an orthodox approach when selecting employer preferences. 23.7% of applicants selected the minimum number of employer preferences required; 67.4% preferred between 7 and 19 employer preferences; and 8.9% of applicants preferred all 20 employers, compared to 26.4%, 63.1% and 10.4% respectively from the previous year's intake (Figure 3).

Table 3: Number of Employers Preferred by Applicants (2016 – 2020)

Preferences	2016	2017	2018	2019	2020
6 (min)	127	114	164	142	133
7 to 19	321	292	295	339	378
All 20	68	100	74	56	50
Total	516	506	533	537	561

Figure 3: Number of Employers Preferred by Applicants (2016 - 2020)

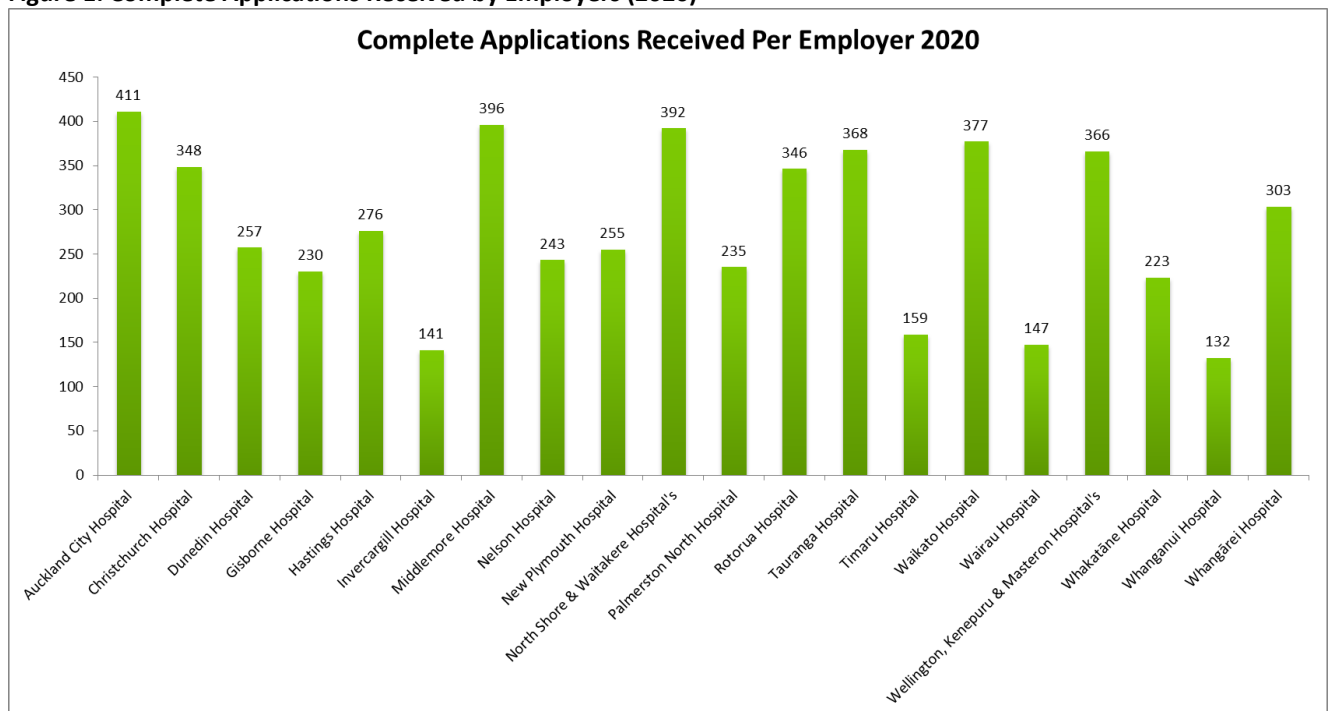


Complete Applications Received by Employers

Table 4: Complete Applications Received by Employers (2016 - 2020)

Employer	2016	2017	2018	2019	2020
Auckland City Hospital	358	364	402	404	411
Christchurch Hospital	357	329	322	326	348
Dunedin Hospital	338	246	221	204	257
Gisborne Hospital	335	252	253	252	230
Hastings Hospital	328	305	274	310	276
Invercargill Hospital	325	194	167	147	141
Middlemore Hospital	319	381	386	380	396
Nelson Hospital	314	284	264	241	243
New Plymouth Hospital	310	313	283	294	255
North Shore & Waitākere Hospital's	302	339	367	391	392
Palmerston North Hospital	298	307	269	221	235
Rotorua Hospital	277	336	329	306	346
Tauranga Hospital	271	333	340	343	368
Timaru Hospital	255	212	174	161	159
Waikato Hospital	251	362	337	328	377
Wairau Hospital	230	198	154	139	147
Wellington, Kenepuru & Masterton Hospital's	185	369	355	329	366
Whakatāne Hospital	181	231	234	196	223
Whanganui Hospital	171	185	152	130	132
Whangārei Hospital	150	306	287	284	303

Figure 1: Complete Applications Received by Employers (2020)

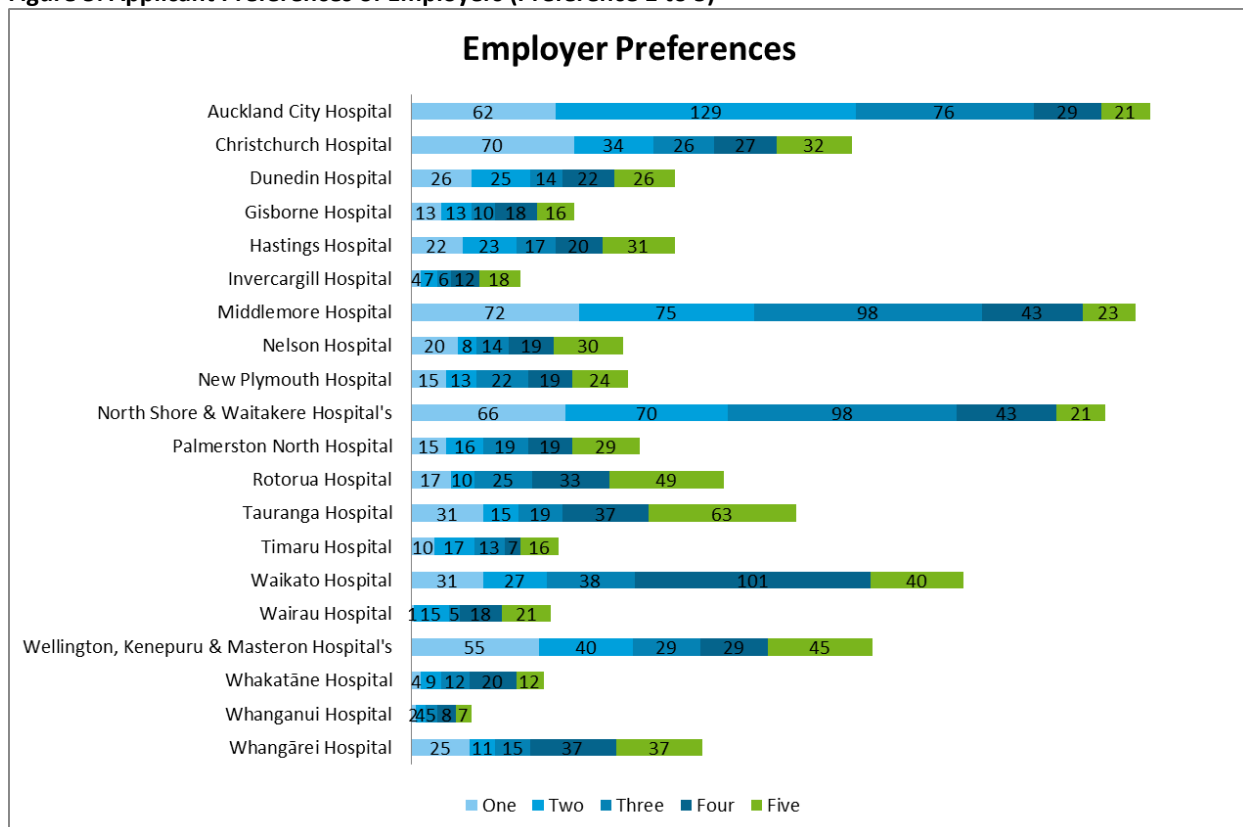


Applicant Preferences of Employers

Table 5: Applicant Preferences of Employers (Preference 1 to 5)

Employer Preference	One	Two	Three	Four	Five
Auckland City Hospital	62	129	76	29	21
Christchurch Hospital	70	34	26	27	32
Dunedin Hospital	26	25	14	22	26
Gisborne Hospital	13	13	10	18	16
Hastings Hospital	22	23	17	20	31
Invercargill Hospital	4	7	6	12	18
Middlemore Hospital	72	75	98	43	23
Nelson Hospital	20	8	14	19	30
New Plymouth Hospital	15	13	22	19	24
North Shore & Waitākere Hospital's	66	70	98	43	21
Palmerston North Hospital	15	16	19	19	29
Rotorua Hospital	17	10	25	33	49
Tauranga Hospital	31	15	19	37	63
Timaru Hospital	10	17	13	7	16
Waikato Hospital	31	27	38	101	40
Wairau Hospital	1	15	5	18	21
Wellington, Kenepuru & Masterton Hospital's	55	40	29	29	45
Whakatāne Hospital	4	9	12	20	12
Whanganui Hospital	2	4	5	8	7
Whangārei Hospital	25	11	15	37	37

Figure 5: Applicant Preferences of Employers (Preference 1 to 5)

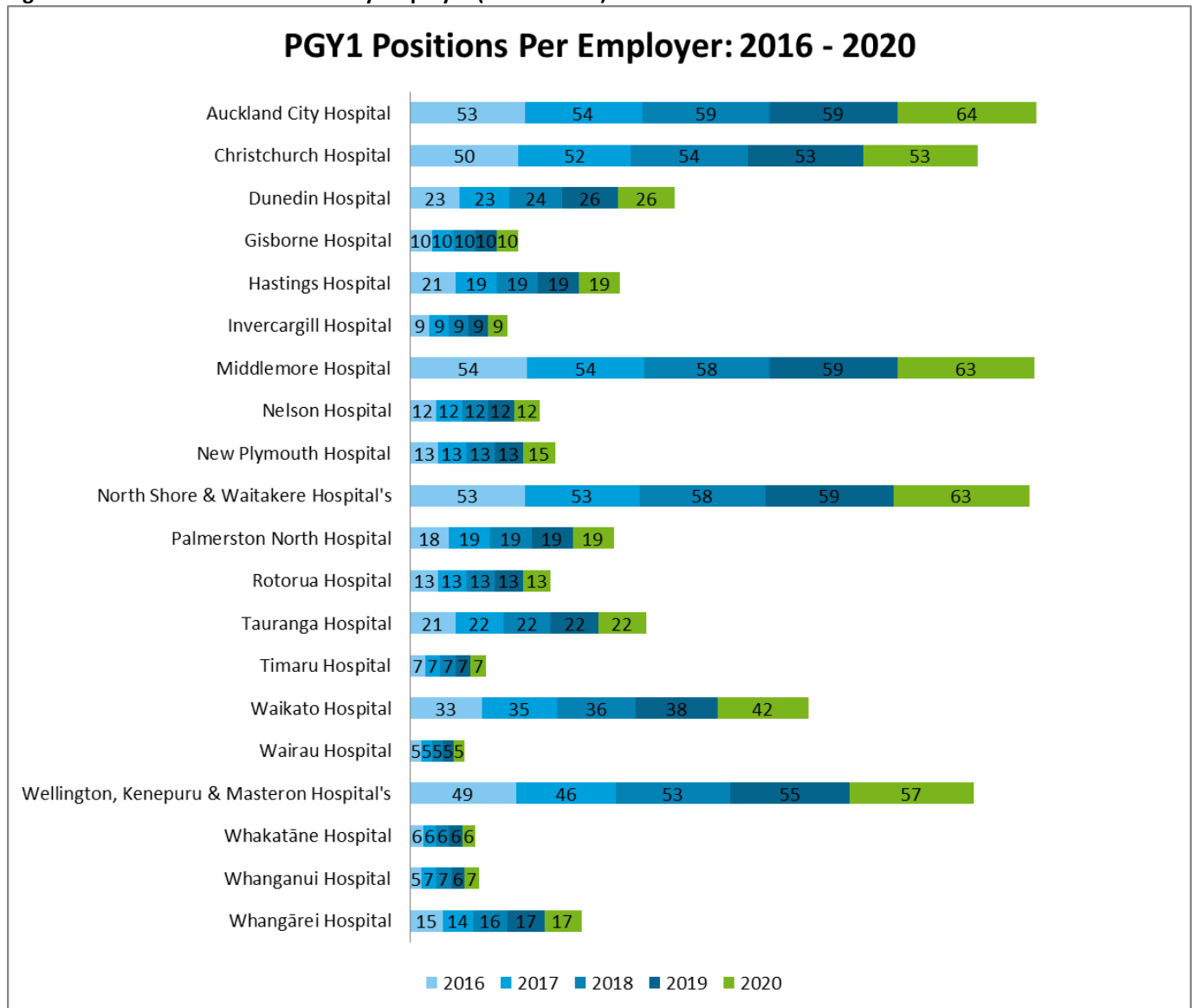


Number of PGY1 Positions Available by Employer

Table 6: Number of PGY1 Positions by Employer (2016 - 2020)

Employer	2016	2017	2018	2019	2020
Auckland City Hospital	53	54	59	59	64
Christchurch Hospital	50	52	54	53	53
Dunedin Hospital	23	23	24	26	26
Gisborne Hospital	10	10	10	10	10
Hastings Hospital	21	19	19	19	19
Invercargill Hospital	9	9	9	9	9
Middlemore Hospital	54	54	58	59	63
Nelson Hospital	12	12	12	12	12
New Plymouth Hospital	13	13	13	13	15
North Shore & Waitākere Hospital's	53	53	58	59	63
Palmerston North Hospital	18	19	19	19	19
Rotorua Hospital	13	13	13	13	13
Tauranga Hospital	21	22	22	22	22
Timaru Hospital	7	7	7	7	7
Waikato Hospital	33	35	36	38	42
Wairau Hospital	5	5	5	5	5
Wellington, Kenepuru & Masterton Hospital's	49	46	53	55	57
Whakatāne Hospital	6	6	6	6	6
Whanganui Hospital	5	7	7	6	7
Whangārei Hospital	15	14	16	17	17

Figure 6: Number of PGY1 Positions by Employer (2016 – 2020)



Match Overview

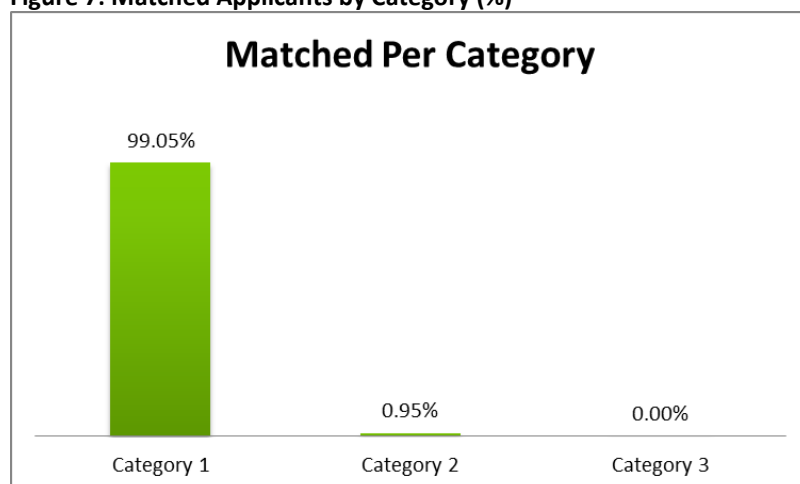
Matched Applicants by Category

As a result of the Match process for the 2021 Training Year Intake, 523 Category One and 5 Category Two applicants were successfully matched to 528 of the 529 PGY1 positions available nationally (Table 7). Category One applicants made up 99.05% of all matched applicants (Figure 7), compared to 99.8% in 2019.

Table 7: Matched Applicants by Category

Application Category		Total Matched
Category One	NZ Graduate, NZ Resident/Citizen	520
	NZ Graduate, AUS Resident/Citizen	3
	Total	523
Category Two	AUS Graduate, NZ Resident/Citizen	5
	AUS Graduate, AUS Resident/Citizen	0
	Total	5
Category Three	Total	0
		528

Figure 7: Matched Applicants by Category (%)



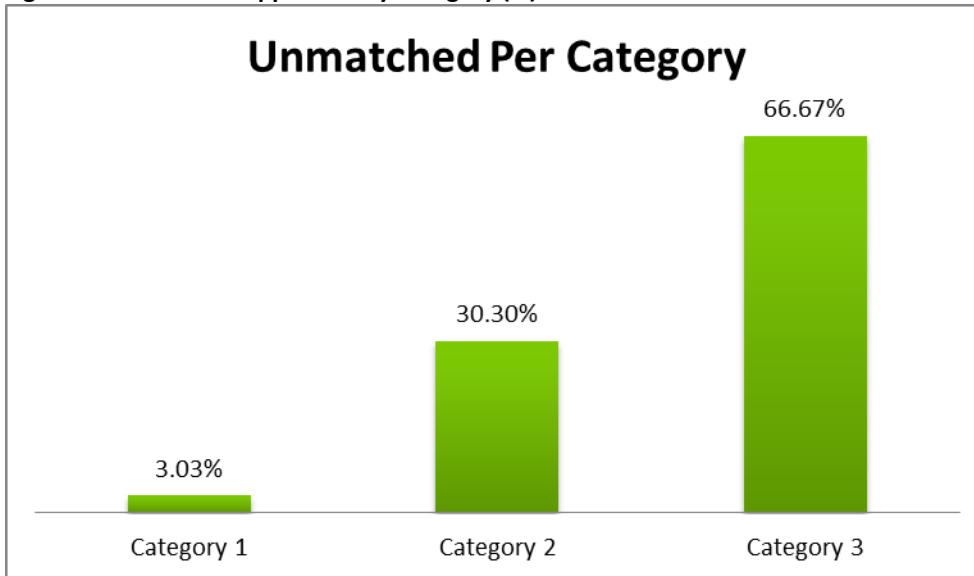
Unmatched Applicants by Category

Following the Electronic and Manual Match process, 33 applicants remain unmatched and were automatically placed into the national Talent Pool. This included 1 Category One applicant, 10 Category Two applicants and 22 Category Three applicants (Table 8 & Figure 8).

Table 1: Unmatched Applicants by Category

Application Category		Total
Category One	NZ Graduate, NZ Resident/Citizen	1
	NZ Graduate, AUS Resident/Citizen	0
		1
Category Two	AUS Graduate, NZ Resident/Citizen	7
	AUS Graduate, AUS Resident/Citizen	3
		10
Category Three	NZ Graduate, Non Resident	22
Total		33

Figure 2: Unmatched Applicants by Category (%)



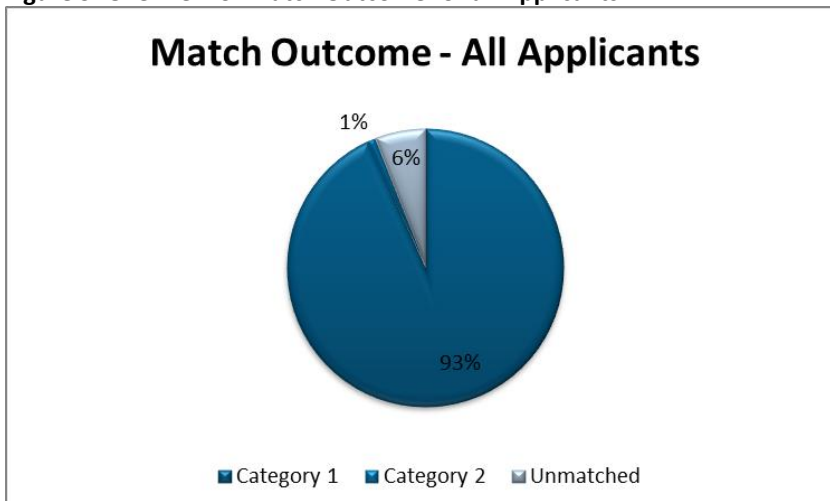
Overall Match Outcome

Out of the 561 applicants that applied to the 2021 Training Year Intake, 94.12% were successfully matched to a position and 5.88% were unmatched (Table 9 & Figure 9). These figures are almost identical to the previous ACE RMO 2019 Intake with 94.45% of all applicants successfully matched and 5.55% unmatched.

Table 9: Overview of Match Outcome for all Applicants

Match Outcome		Total Matched
Matched	Category 1	523
	Category 2	5
	Total Matched	528
Unmatched	Category 1	1
	Category 2	10
	Category 3	22
	Unmatched	33
Total		561

Figure 9: Overview of Match Outcome for all Applicants



Matched Applicant Preference Data

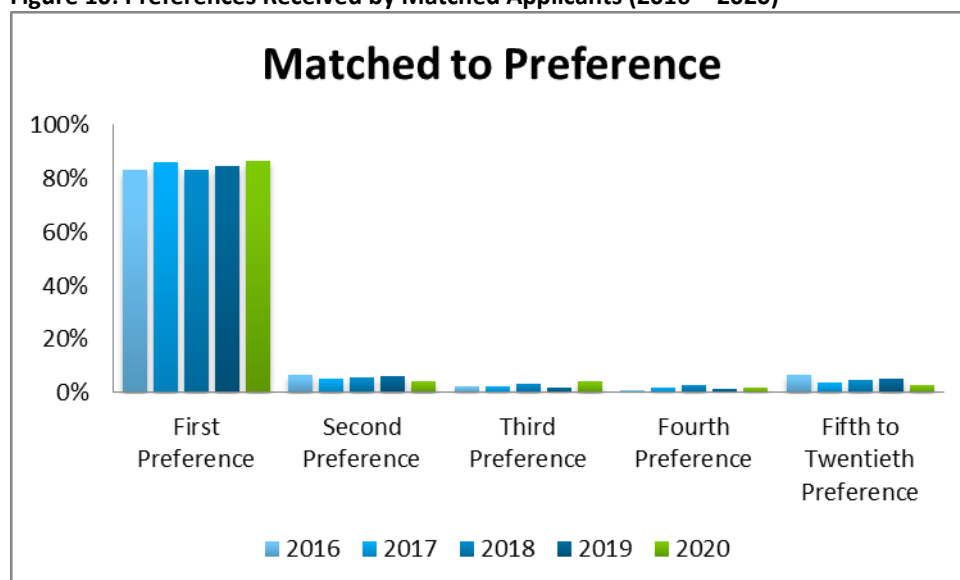
Matched Applicants (All Categories) – Preference Results Comparison Part I

All matched applicants were matched to a position with one of their preferred employers. In the 2021 training Year Intake, 86.70% of matched applicants were successfully matched to their first employer preference compared to 84.81% in the 2019 Intake. This represents the best matched to highest preference performance since 2016. The 2021 Training Year Intake also saw the lowest ‘matched to 5th – 20th preference’ data since 2016 (Table 10 & Figure 10).

Table 10: Preferences Received by Matched Applicants (2016 – 2020)

Matched to Preferences	2016	2017	2018	2019	2020
First Preference	83.20%	86.05%	83.40%	84.81%	86.70%
Second Preference	6.60%	5.50%	5.60%	6.31%	4.16%
Third Preference	2.30%	2.30%	3.40%	2.17%	4.16%
Fourth Preference	1.10%	2.10%	2.80%	1.58%	1.89%
Fifth to Twentieth Preference	6.80%	4.05%	4.80%	5.13%	3.09%

Figure 10: Preferences Received by Matched Applicants (2016 – 2020)



Matched Applicants (All Categories) – Preference Results Comparison Part II

Current employer preference results, when compared to previous intakes, saw the highest percentage of applicants that were matched to a position of their first employer preference. Results were equally as good when comparing the percentage of applicants who were matched to a position that was within their first to fourth preference range which increased 2.04% compared to previous years between 2016 and 2019. Preference results for applicants matched to their fifth to twentieth preferences decreased 2.04% overall compared to previous years between 2016 and 2019. Current matched to preference results are encouraging and support the logic formulae of the ACE Algorithm Match process (Table 11).

Table 11: Matched Applicants (All Categories) Preference Results (2016 - 2020)

All Categories Preference Results	2016	2017	2018	2019	2020
First Preference	83.20%	86.05%	83.40%	84.80%	86.70%
First to Fourth Preference	93.20%	95.99%	95.20%	94.87%	96.91%
Fifth to Twentieth Preference	6.80%	4.01%	4.80%	5.12%	3.09%

Matched Applicants (Category One) – Preference Results Comparison Part III

When comparing the preference results for matched Category One applicants against all matched applicants in total (see Table 11 above), the preference match results remained very similar. Applicants matched to their fifth to twentieth employer preferences decreased when compared to the 2016 - 2019 intakes which indicate further positive results.

Table 12: Matched Category One Applicants Preference Results (2016 - 2020)

Category One Preference Results	2016	2017	2018	2019	2020
First Preference	87.05%	88.15%	84.84%	84.81%	86.55%
First to Fourth Preference	95.74%	96.92%	95.70%	94.87%	96.21%
Fifth to Twentieth Preference	4.22%	3.07%	4.30%	4.93%	2.84%

Ethnicity Data

Ethnicity data was collected using the method of prioritising ethnic groups in the order of Māori, Pasifika, Asian, Other and NZ European, in alignment with the Ministry of Health’s Ethnicity Data Protocol. All applicants who identified as Māori or Pasifika were successfully matched. Additionally, 98.43% of NZ European candidates were matched. 83.84% of candidates who identified as Asian, Other and/or Blank were also matched (Table 13 & Table 14).

Table 13: Successful and Unsuccessful Applicants by Ethnicity (%)

Self-Identified Ethnicity	Applied	Successful	Unsuccessful
New Zealand Māori - Iwi/Hapu	72	72	0
Pasifika	29	29	0
Asian	171	149	22
Other	22	16	6
New Zealand European	255	251	4
Blank (No Response)	12	11	1
Total	561	528	33

Table 14: Total Number of Applicants & Successful Applicants by Ethnicity

Self-Identified Ethnicity	Successful (%)	Unsuccessful (%)
New Zealand Māori - Iwi/Hapu	100.00%	0.00%
Pacific	100.00%	0.00%
Asian	87.13%	12.87%
Other	72.73%	27.27%
New Zealand European	98.43%	1.57%
Blank (No Response)	91.67%	8.33%

Key Challenges

Covid-19 Pandemic

Timeline Extension

Due to the impacts of Covid-19 and particularly curriculum changes to electives and TI placements at New Zealand Universities, the ACE RMO Reference Group agreed in April to extend the 2021 Training Year Intake timeline by 8 weeks.

Elective Placements and SMO/Consultant References

Some concerns were raised from Medicine Schools and ACE Applicants regarding the collection of references and the capacity for SMO's to complete references during Covid-19. ACE provisioned for increased flexibility of applicants to change and/or update their originally submitted requested references as long as those references still met the criteria for the collection of references.

ACE RMO Roadshow

The ACE RMO Roadshow was originally scheduled to take place between 9 – 13 March 2020, one week immediately prior to New Zealand going into a nationwide lockdown. Due to anxiety and growing concerns about the pandemic, attendance numbers at the Roadshow decreased 34% compared to previous years. ACE RMO organised and facilitated online webinars via Facebook Live and Zoom with employers who wished to participate. ACE RMO communicated the provision of these events to all applicants who could not attend the Roadshow and to those who wanted further revision.

ACE RMO Intake 2021 Training Year

2021 Training Year PGY1 Positions

This year ACE received 529 confirmed PGY1 positions nationally for New Zealand medical school graduates, which was more than planned based on earlier University forecasts of graduating Category One and Category Two and Three applicants.

Change to Training Year Date

In July 2020, DHB Chief Executives endorsed a proposal to change resident medical officer (RMO) rotation dates. The current ACE RMO 2020 intake will begin its PGY1 training programme with most matched applicants starting their positions from 18 January 2021. This current intake is part of a transitional year. Previously PGY1 training year start dates for PGY1 House Officers began in late November. The decision now aligns New Zealand's start dates for all RMO's with our Australian counterparts. As such the name of the ACE RMO application intake itself has changed from ACE RMO 2020 Intake to ACE RMO Intake 2021 Training Year. The previous intake was the ACE RMO 2019 Intake.

Manual Match Process

ACE filled two vacant positions via the Manual Match. 1 unmatched Category One applicant was successfully matched to a position, filling one of the two remaining positions. The remaining position was subsequently filled from the talent pool. The unmatched Category One applicant subsequently employed into a PGY1 position outside of the match process.

ACE RMO 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.

Acceptances and Declines

One week after ACE released Match Results to applicants, employers distributed offer letters to all matched applicants. Applicants were required to accept or decline their employment offers one week later by 5pm, Monday 5 October 2020. Following the offer process, 6 Category One applicants declined their employment offers. On the day that Match Results were delivered, 2 unsuccessful applicants immediately withdrew their application from the Talent Pool. 16 candidates remained in the Talent Pool when it closed on 19 July 2021.

