



ACE RMO Intake 2022 Training Year End of Year Report



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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 2022 Training Year Intake and identifies recommendations for future intakes.

Overview

Applications for the ACE RMO Intake 2022 Training Year opened 15 March 2021, with 633 registrants starting an application via the ACE RMO website. Once applications closed on 9 July 2021, 583 applications were completed, an increase from the 561 completed applications received for the previous intake.

Of the 583 completed applications received;

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

All 583 completed applications were reviewed, audited and scored by ACE and then forwarded to each participating employer for the ranking process.

Employers returned their rankings and finalised their position numbers in August 2021. The ACE RMO Match process, which consists of the pre-Match audit, Electronic Match, post-Electronic Match audit and Manual Match (if required) followed.

The post-Electronic Match audit identified 37 unfilled PGY1 positions and 37 unmatched Category One applicants. ACE initiated the Manual Match process which was completed in alignment with the ACE RMO Match algorithm principles.

The 37 identified unmatched Category One applicants and the 5 employers with unfilled positions were given the opportunity to expand their initial preferences and rankings, to increase 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 552 confirmed PGY1 positions nationally aligned with the final number of graduates from the New Zealand medical schools who are citizens or permanent residents of New Zealand/Australia.

Match Outcome

At completion of the full ACE Match process, 3 Category One applicants remained unmatched and 2 positions remained unfilled.

- 550 of the 552 positions available for the ACE RMO Intake 2022 Training Year were filled at the end of the full ACE Match process.
- Category One applicants filled 549 positions.
- Category Two applicants filled 1 position.
- 33 applicants, including 3 Category One applicants, remained unmatched and were automatically placed into the national Talent Pool to be considered by employers for any subsequent PGY1 positions during the year.
- 2 vacant positions remained with 1 employer following the match.

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

- 85.45% of matched applicants were successfully matched to a position at their first employer preference.
- 94.72% of matched applicants were matched to a position in their first, second, third or fourth employer preferences.
- The remaining 5.28% of matched applicants were matched to a position within their 5th to 20th employer preferences.

Overall, the Match process for the ACE RMO Intake 2022 Training Year operated accurately and successfully, providing excellent results for a high percentage of candidates and filling 550 of the 552 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 2022 Training Year will begin its PGY1 training programme with most matched applicants starting their positions from 17 January 2022. 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 is changed to the ACE RMO Intake 2022 Training Year. The previous intake was the ACE RMO Intake 2021 Training Year.

Data Analysis

Applications Overview

Completed Applications by Category

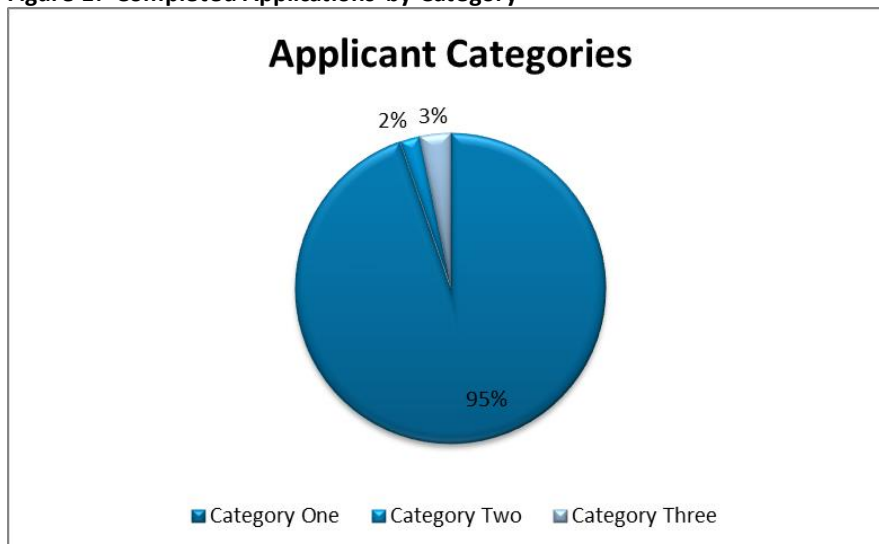
The overall number of completed applications received for the ACE RMO Intake 2022 Training Year increased compared to previous years however; there was a slight decrease in the number of completed applications from Category Two and Three applicants.

- 2.67% of all completed applications were from Category Two candidates compared to 3.2% in 2020
- 3.92% from Category Three candidates compared to 5.1% in 2020.

Table 1: Completed Applications by Category

Application Category		Total
Category One	NZ Graduate, NZ Resident/Citizen	548
	NZ Graduate, AUS Resident/Citizen	4
	Total	552
Category Two	AUS Graduate, NZ Resident/Citizen	7
	AUS Graduate, AUS Resident/Citizen	5
	Total	12
Category Three	NZ Graduate, Non Resident/Citizen	19
Total		583

Figure 1: Completed Applications by Category



Four applicants reapplied to the 2022 Training Year Intake (applicants who had applied to the previous intake and were not matched to a position at the time the 2022 Training Year Intake opened) and 40 applicants made paired submissions.

The majority of applicants 98.4% (574/583) indicated that they were able to commence employment on the set start date of 17 January 2022 for the 2022 Training Year with the exception of 8 Category One and 1 Category Three applicants who indicated a late start in Quarter 1 or Quarter 2.

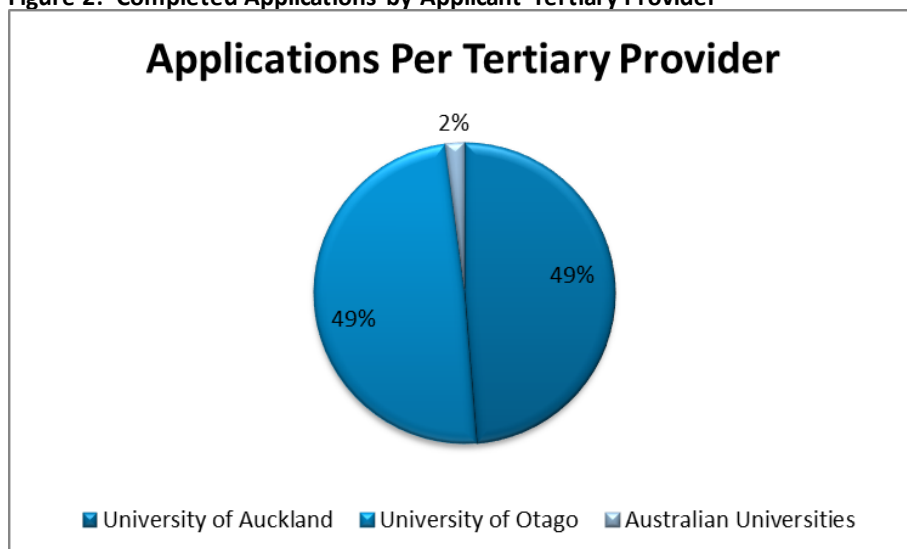
Completed Applications by Tertiary Provider

This year saw growth in the number of graduates applying from University of Auckland 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 - 2021)

Tertiary Provider	2016	2017	2018	2019	2020	2021
University of Auckland	211	214	237	268	250	284
University of Otago	280	257	279	258	296	287
Australian Universities	25	35	17	11	15	12
Total	516	506	533	537	561	583

Figure 2: Completed Applications by Applicant Tertiary Provider



Employer Overview

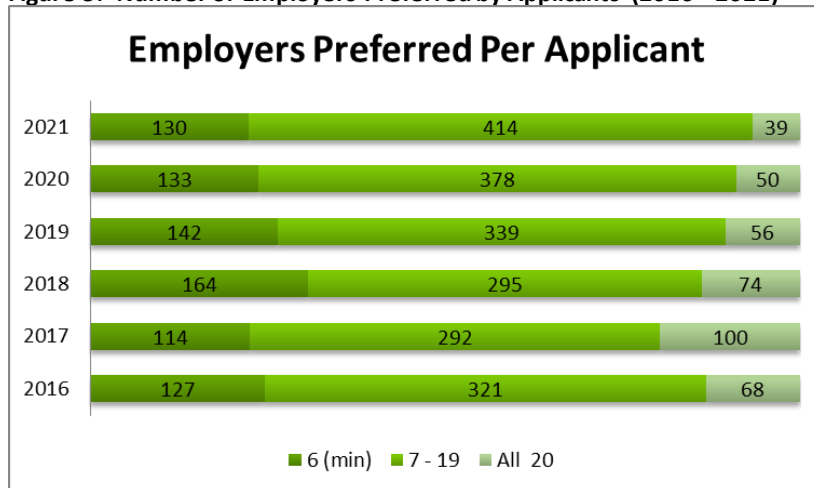
Number of Employers Preferred by Applicants

Applicants continue to take an orthodox approach when selecting employer preferences. 22.3% of applicants selected the minimum number of employer preferences required; 71.0% selected between 7 and 19 employer preferences; and 6.7% of applicants preferred all 20 employers, compared to 23.47%, 67.4% and 8.9% respectively from the previous year's intake (Figure 3).

Table 3: Number of Employers Preferred by Applicants (2016 – 2021)

Preferences	2016	2017	2018	2019	2020	2021
6 (min)	127	114	164	142	133	130
7 - 19	321	292	295	339	378	414
All 20	68	100	74	56	50	39
Total	516	506	533	537	561	583

Figure 3: Number of Employers Preferred by Applicants (2016 - 2021)

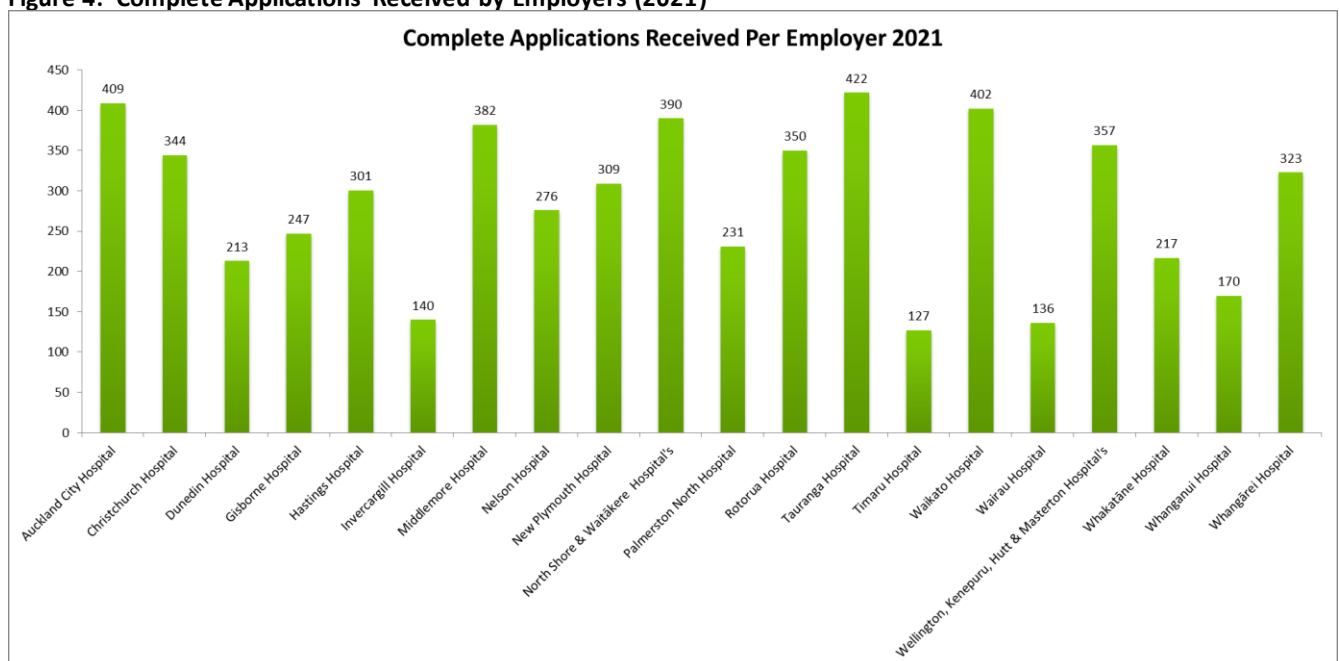


Complete Applications Received by Employers

Table 4: Complete Applications Received by Employers (2016 - 2021)

Employer	2016	2017	2018	2019	2020	2021
Auckland City Hospital	358	364	402	404	411	409
Christchurch Hospital	357	329	322	326	348	344
Dunedin Hospital	338	246	221	204	257	213
Gisborne Hospital	335	252	253	252	230	247
Hastings Hospital	328	305	274	310	276	301
Invercargill Hospital	325	194	167	147	141	140
Middlemore Hospital	319	381	386	380	396	382
Nelson Hospital	314	284	264	241	243	276
New Plymouth Hospital	310	313	283	294	255	309
North Shore & Waitākere Hospital's	302	339	367	391	392	390
Palmerston North Hospital	298	307	269	221	235	231
Rotorua Hospital	277	336	329	306	346	350
Tauranga Hospital	271	333	340	343	368	422
Timaru Hospital	255	212	174	161	159	127
Waikato Hospital	251	362	337	328	377	402
Wairau Hospital	230	198	154	139	147	136
Wellington, Kenepuru, Hutt & Masterton Hospital's	185	369	355	329	366	357
Whakatāne Hospital	181	231	234	196	223	217
Whanganui Hospital	171	185	152	130	132	170
Whangārei Hospital	150	306	287	284	303	323

Figure 4: Complete Applications Received by Employers (2021)

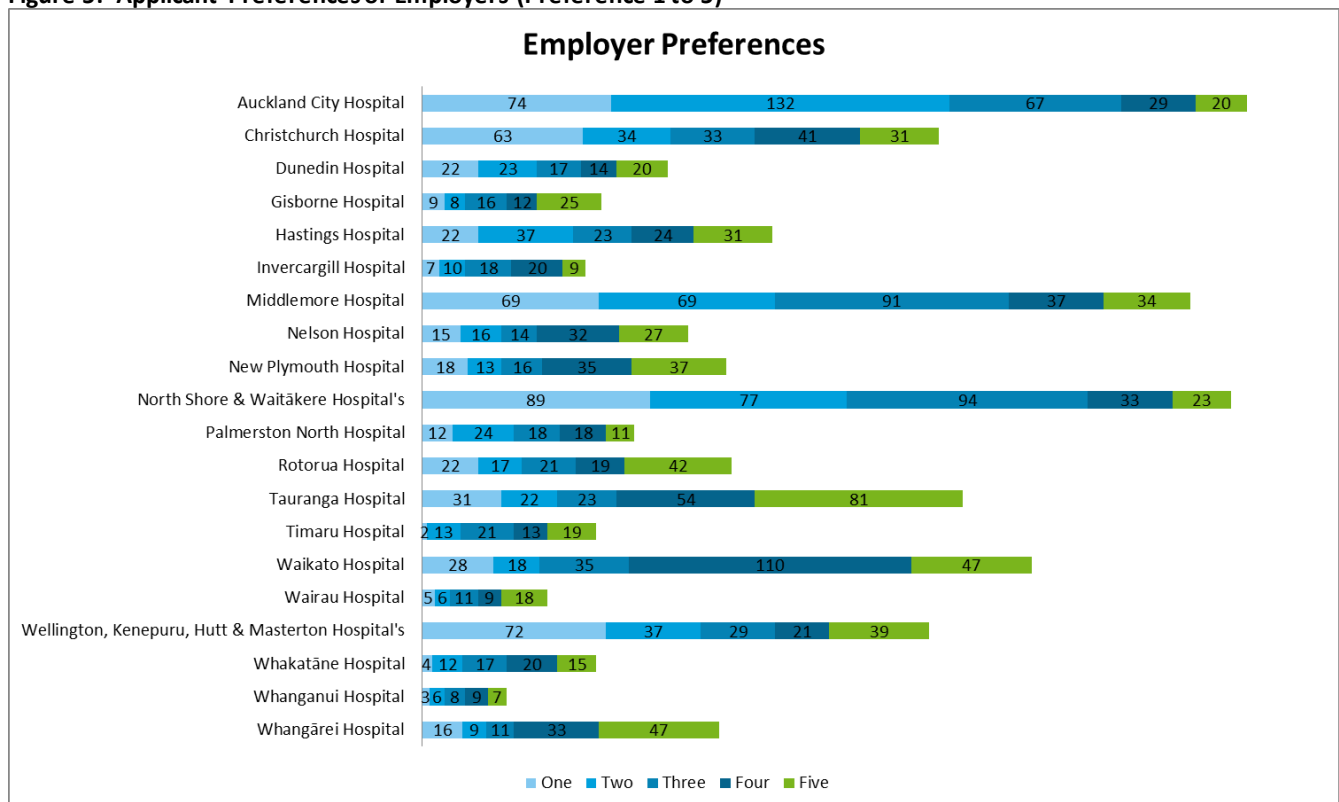


Applicant Preferences of Employers

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

Employer Preference	One	Two	Three	Four	Five
Auckland City Hospital	74	132	67	29	20
Christchurch Hospital	63	34	33	41	31
Dunedin Hospital	22	23	17	14	20
Gisborne Hospital	9	8	16	12	25
Hastings Hospital	22	37	23	24	31
Invercargill Hospital	7	10	18	20	9
Middlemore Hospital	69	69	91	37	34
Nelson Hospital	15	16	14	32	27
New Plymouth Hospital	18	13	16	35	37
North Shore & Waitākere Hospital's	89	77	94	33	23
Palmerston North Hospital	12	24	18	18	11
Rotorua Hospital	22	17	21	19	42
Tauranga Hospital	31	22	23	54	81
Timaru Hospital	2	13	21	13	19
Waikato Hospital	28	18	35	110	47
Wairau Hospital	5	6	11	9	18
Wellington, Kenepuru, Hutt & Masterton Hospital's	72	37	29	21	39
Whakatāne Hospital	4	12	17	20	15
Whanganui Hospital	3	6	8	9	7
Whangārei Hospital	16	9	11	33	47

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 - 2021)

Employer	2016	2017	2018	2019	2020	2021
Auckland City Hospital	53	54	59	59	64	63
Christchurch Hospital	50	52	54	53	53	66
Dunedin Hospital	23	23	24	26	26	26
Gisborne Hospital	10	10	10	10	10	10
Hastings Hospital	21	19	19	19	19	20
Invercargill Hospital	9	9	9	9	9	10
Middlemore Hospital	54	54	58	59	63	62
Nelson Hospital	12	12	12	12	12	12
New Plymouth Hospital	13	13	13	13	15	15
North Shore & Waitākere Hospital's	53	53	58	59	63	63
Palmerston North Hospital	18	19	19	19	19	21
Rotorua Hospital	13	13	13	13	13	13
Tauranga Hospital	21	22	22	22	22	22
Timaru Hospital	7	7	7	7	7	7
Waikato Hospital	33	35	36	38	42	45
Wairau Hospital	5	5	5	5	5	5
Wellington, Kenepuru, Hutt & Masterton Hospital's	49	46	53	55	57	58
Whakatāne Hospital	6	6	6	6	6	6
Whanganui Hospital	5	7	7	6	7	8
Whangārei Hospital	15	14	16	17	17	20

Match Overview

Matched Applicants by Category

As a result of the Match process for the 2022 Training Year Intake, 549 Category One and 1 Category Two applicants were successfully matched to 550 of the 552 PGY1 positions available nationally (Table 7). Category One applicants made up 99.82% of all matched applicants, compared to 99.05% from the previous intake.

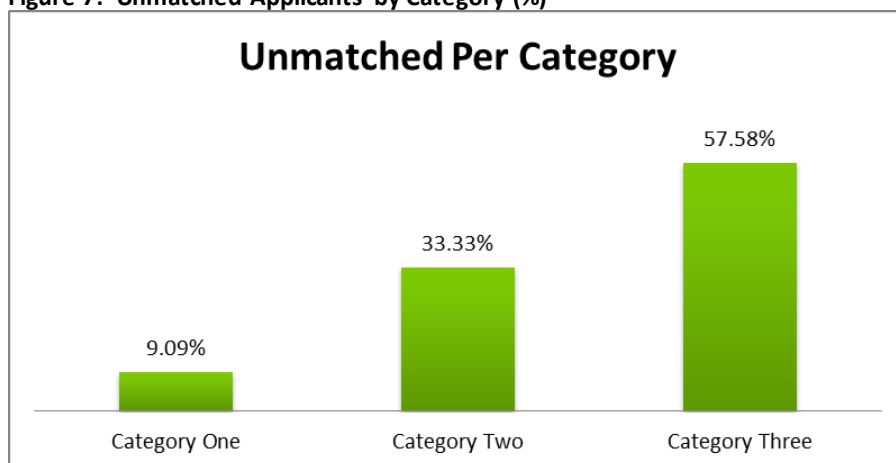
Unmatched Applicants by Category

Following the Electronic and Manual Match process, 33 applicants remain unmatched and were automatically placed into the national Talent Pool. This included 3 Category One applicants, 11 Category Two applicants and 19 Category Three applicants (Table 7 & Figure 7).

Table 7: Matched Applicants by Category

Application Category		Matched	Unmatched
Category One	NZ Graduate, NZ Resident/Citizen	545	3
	NZ Graduate, AUS Resident/Citizen	4	0
	Category One	549	3
Category Two	AUS Graduate, NZ Resident/Citizen	1	6
	AUS Graduate, AUS Resident/Citizen	0	5
	Category Two	1	11
Category Three	Category Three	0	19
Total		550	33

Figure 7: Unmatched Applicants by Category (%)



Overall Match Outcome

Out of the 583 applicants that applied to the 2022 Training Year Intake, 94.34% were successfully matched to a position and 5.66% were unmatched. These figures are almost identical to the previous ACE RMO intake where 94.12% of all applicants were successfully matched and 5.88% unmatched.

Matched Applicant Preference Data

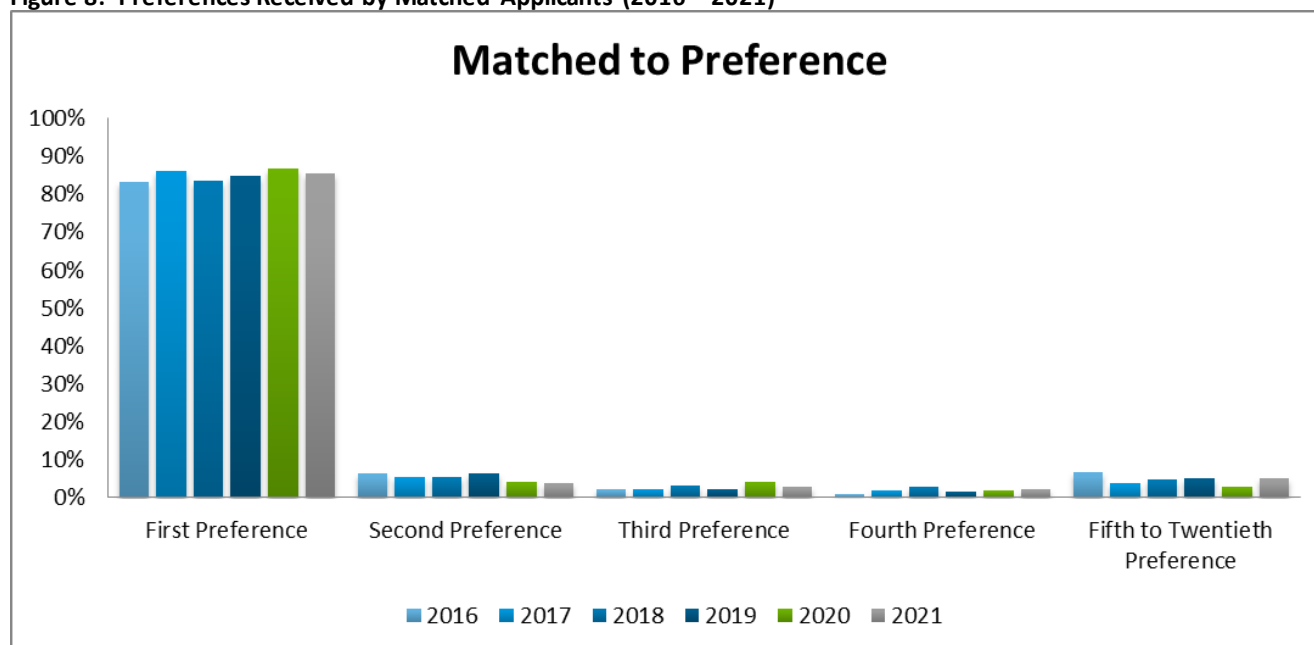
Matched Applicants (All Categories) – Preference Results

All matched applicants were matched to a position with one of their preferred employers. In the 2022 Training Year Intake, 85.45% of matched applicants were successfully matched to their first employer preference compared to 86.7% in the previous intake.

Table 8: Preferences Received by Matched Applicants (2016 – 2021)

Matched to Preferences	2016	2017	2018	2019	2020	2021
First Preference	83.20%	86.05%	83.40%	84.81%	86.70%	85.45%
Second Preference	6.60%	5.50%	5.60%	6.31%	4.16%	4.00%
Third Preference	2.30%	2.30%	3.40%	2.17%	4.16%	2.91%
Fourth Preference	1.10%	2.10%	2.80%	1.58%	1.89%	2.36%
Fifth to Twentieth Preference	6.80%	4.05%	4.80%	5.13%	3.09%	5.28%

Figure 8: Preferences Received by Matched Applicants (2016 – 2021)



Results are generally consistent when comparing the percentage of applicants who were matched to a position that was within their first to fourth preference range when compared to previous years between 2016 and 2020. Preference results for applicants matched to their fifth to twentieth preferences are also consistent when compared to previous years between 2016 and 2020.

Current matched to preference results are encouraging and support the logic formulae of the ACE Algorithm Match process (Table 9).

Table 9: Matched Applicants (All Categories) Preference Results (2016 - 2021)

All Categories Preference Results	2016	2017	2018	2019	2020	2021
First Preference	83.20%	86.05%	83.40%	84.80%	86.70%	85.45%
First to Fourth Preference	93.20%	95.99%	95.20%	94.87%	96.91%	94.72%
Fifth to Twentieth Preference	6.80%	4.01%	4.80%	5.12%	3.09%	5.28%

Matched Applicants (Category One) – Preference Results

When comparing the preference results for matched Category One applicants against all matched applicants in total (see Table 9 above), the preference match results remained very similar. Applicants matched to their fifth to twentieth employer preferences increased slightly when compared to the 2016 - 2020 intakes.

Table 10: Matched Category One Applicants Preference Results (2016 - 2021)

Category One Preference Results	2016	2017	2018	2019	2020	2021
First Preference	87.05%	88.15%	84.84%	84.81%	86.55%	84.96%
First to Fourth Preference	95.74%	96.92%	95.70%	94.87%	96.21%	94.20%
Fifth to Twentieth Preference	4.22%	3.07%	4.30%	4.93%	2.84%	5.25%

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, 97.76% of NZ European candidates were matched. 80.13% of candidates who identified as Asian, Other and/or Blank were also matched (Table 11).

Table 11: Successful and Unsuccessful Applicants by Ethnicity (%)

Self-Identified Ethnicity	Applied	Successful	Successful (%)	Unsuccessful	Unsuccessful (%)
New Zealand Māori - Iwi/Hapu	103	103	100.00%	0	0.00%
Pasifika	35	35	100.00%	0	0.00%
Asian	177	160	90.40%	17	9.60%
Other	30	23	76.67%	7	23.33%
New Zealand European	223	218	97.76%	5	2.24%
Blank (Did not respond)	15	11	73.33%	4	26.67%
Total	583	550	94.34%	33	5.66%

Final Synopsis

Covid-19 Pandemic

ACE RMO Webinar Digital Roadshow

The Covid-19 pandemic continued to impact many facets of the ACE RMO intake. Instead of conducting the traditional ACE RMO Physical Roadshow at 5 major locations around New Zealand, ACE RMO organised and facilitated online webinars via Zoom and Facebook Live with all employers required to participate for the benefit of applicants.

ACE RMO Intake 2022 Training Year

2022 Training Year PGY1 Positions

This year ACE received 552 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.

Manual Match Process

ACE filled 35 of 37 vacant positions via the Manual Match. 1 Category Two applicant was successfully matched to a position, filling one of the three remaining positions. 2 vacancies remain with one employer.

ACE RMO Talent Pool

All applicants who were not matched to an employer during the ACE match process were automatically placed in the ACE Talent Pool. The employer'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 employer'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 13 September 2021. Following the offer process, 2 Category One applicants declined their employment offers. During the week that Match Results were delivered, 2 unsuccessful applicants immediately withdrew their application from the Talent Pool. 31 candidates remain in the Talent Pool as at 5 October 2021.