



2025 HMO CAREERS - INFORMATION GUIDE

HMO Training at Western Health

Western Health offers a wide variety of rotations across multiple specialties.

We endeavour to provide a balanced range of rotations and training opportunities to develop your skills, strengths and career interests, supported by dedicated Directors of Clinical Training (DCT) and a Director of Physician Education (DPE).

You also might be aware that the PMCV are implementing a new National Framework for Prevocational Medical Training (NFPMT). The changes to the framework mean that there will no longer be 'streaming' for PGY2, although BPT1 in the PGY2 year will be exempt for 2025.

For further information on the NFPMT, please ensure you are familiar with the information on the PMCV website: <https://www.pmcv.com.au/nfpmt/prevoc-doctors/>

A small number of senior HMO positions suitable for PGY3+ doctors are also available in critical care (4 positions), O&G (14 positions), neonatology (4 positions), as well as several Emergency Medicine Medical Officer positions, and generalist HMO positions at Bacchus Marsh Hospital. These positions are appointed directly at a departmental level, separately to the three main PGY3+ training streams.

For further information, please see also our westerndoctors website and HMO careers page: <https://westerndoctors.wh.org.au/> and <https://westerndoctors.wh.org.au/careers/hmos/>

Basic Physician Training (BPT 1-3)

Western Health offers a highly supportive, clinically rich and professionally exciting environment in which to train. We have a dedicated education program tailored for basic training, includes 4 hours of sub-specialty teaching per week, in addition to simulation-based training, and professional development workshops.

Recruitment into the medical stream enables entry into the Basic Physician Training (BPT) program. This occurs within the framework of the Greater Western Consortium with external rotations to RMH, Ballarat and Albury/Wodonga. The rotations available across the training program expected for 2025 include:

Basic Physician Trainee Year 1 (BPT1) – 2025 rotations:

- Cardiology
- Endocrinology
- Gastroenterology
- General Medicine
- Geriatrics/Acute Aged Care
- Hospital in the Home (HITH)/Western@Home
- Infectious Diseases
- Medical Oncology
- Neurology

Basic Physician Trainee Year 2 (BPT2) – 2025 rotations:

- Bone Marrow Transplant
- Cardiology
- Endocrinology
- Gastroenterology
- General Medicine
- Hospital in the Home
- Intensive Care Medicine
- Nephrology
- Oncology
- Palliative Care
- Respiratory
- Speciality Medicine Nights

Basic Physician Trainee Year 3 (BPT3) – 2025 rotations:

- Acute Aged Care
- GEM/Rehabilitation Medicine
- General Medicine
- Neurology
- Oncology
- Rehabilitation Medicine

Western Health is an early adopter of the new Basic Physician Training curriculum, where selection into training is a key element. Your cover letter should address the following key selection criteria:

- A commitment and capability to pursue a career as a physician
- Ability to plan and manage their learning
- Ability and willingness to achieve the BP competencies, particularly:
 - Communication
 - Cultural competence
 - Ethics and professional behaviour
 - Leadership, management and teamwork.

Dr David Smallwood (General Medicine & Respiratory Medicine Physician and Director of Physician Education)

Dr Nicole Lioufas (Nephrologist & General Medicine Physician and Deputy Director of Physician Education)

Dr David Tsang (Cardiologist and Deputy Director of Physician Education)

Dr Aaron Bloch (Infectious Diseases Physician and Deputy Director of Physician Education)

Mrs. Gulsum Emin (BPT Program Manager, Physician Education Unit)

Hospital Medical Officers (PGY2)

Rotations available for 2025 include:

PGY2 – 2025 rotations:

- Addiction Medicine
- Anaesthetics
- Colorectal Surgery
- Dermatology/Rheumatology
- Emergency Medicine (Adults & Paediatrics)
- Ear Nose Throat/Ophthalmology
- Gastroenterology/Addiction Medicine
- GEM / Subacute
- General Surgery
- Intensive Care Medicine
- Obstetrics & Gynaecology
- Orthopaedic Surgery
- Orthogeriatrics
- Paediatric Medicine/Paediatric Emergency Medicine
- Plastic & Reconstructive Surgery
- Psychiatry
- Rehabilitation Medicine
- Respiratory Medicine
- Thoracic Surgery
- Upper Gastrointestinal Surgery
- Urology
- Vascular Surgery

General Training (PGY3+)

The general stream provides a variety of clinical experiences and exposure which can be tailored to your specific area(s) of career interest, or for a broad and general year to help you define your career goals. Rotations available for 2025 include:

General HMO3/3+ – 2025 rotations:

- Anaesthetics
- Cardiology
- Emergency Medicine
- Paediatric Emergency Medicine
- EMR – Clinical Informatics
- Gastroenterology
- GEM/Rehabilitation
- GEM/Subacute
- Intensive Care Medicine
- Medical@Home
- Nephrology
- Obstetrics & Gynaecology
- Oncology
- Orthogeriatrics
- Paediatric Medicine
- Palliative Care
- Psychiatry
- Specialty Medicine Nights
- Transitional Care/Subacute

All HMOs will also complete one combined leave/nights/relieving term.

PGY2/3 rotations include dedicated weekly HMO education in nearly all units. Opportunities for recognised training include:

- Paediatrics: Paediatric Life Support, Neoresus, GRIPS
- O&G: PROMPT, Cert. in Womens Health (3/12 terms), Diploma of Obstetrics (6/12 terms)
- Critical Care: BASIC (Basic Assessment & Support in Intensive Care), Advanced Life Support 1&2

Your cover letter should be based on addressing the following key questions:

- Your area(s) of career interest
- What have been the challenges and rewards of your medical career to date
- The personal qualities, values and achievements which make you a good doctor, and what makes you unique

Dr Jonathan Kaufman (Paediatrician, Director of Clinical Training)

Ms Juli Toussaint (Medical Education Officer)

Surgical Training (PGY3+/Unaccredited Registrar)

The Department of Surgery at Western Health is keen to mentor and support junior doctors in their pathway to a career in surgery. Many of our doctors have started their clinical and research experience either as a medical student or junior doctor and have progressed to become accredited trainees as well as consultants who have returned back to Western Health.

Surgical HMOs and registrars have access to dedicated teaching and the surgical skills labs, access to robotic and Virtual Reality simulation and CV development opportunities.

Rotations available for 2025 include:

Surgical HMO3/3+ - 2025 rotations:

- Emergency Medicine
- Ear Nose Throat Surgery
- General/Endocrine Surgery
- General Surgery
- Intensive Care Medicine
- Neurosurgery
- Orthopaedic Surgery
- Paediatric Surgery
- Plastic Surgery
- Plastic Surgery/Oral & Maxillofacial Surgery
- Surgical Nights – General & Specialty
- Urology

Unaccredited General Surgery Registrar – 2025 rotations:

- Colorectal Surgery
- Endocrine Surgery
- Upper GI surgery
- Acute General Surgery (job share may be available – please note your interest in your cover letter)
- Vascular Surgery
- General surgery Werribee
- Surgical Nights
- Rural general surgery – Launceston Shepparton
- Part-time clinical/research/teaching year (see below for details)

All HMOs and registrars will complete one combined leave/nights/relieving term.

Your cover letter should be based on addressing the following key questions:

- Your career and professional development plans
- The personal qualities, values and achievements which make you a good doctor, and what makes you unique
- Your goals for a surgical year at Western Health

Interested in going part-time?

Become part of a ground-breaking joint venture between Western Health and the Department of Surgery at the esteemed University of Melbourne. Starting February 2025, this unique opportunity offers a 12-month journey encompassing both clinical exposure and cutting-edge academic research.

Applicants for the part-time clinical/research year should contact Professor Justin Yeung and Dr Fiona Reid for more details and include their research goals/interests in their cover letter. Fiona.Reid@wh.org.au, Justin.yeung@unimelb.edu.au

Dr Fiona Reid (General & Colorectal Surgeon and Director of Clinical Training)

Dr Russel Krawitz (General & Endocrine Surgeon and Deputy Director of Clinical Training)

Dr Kunle Onasanya (General Surgeon and Deputy Director of Clinical Training)

Ms Julie O'Connell (Medical Education Officer)



FAQ's

Is Western Health a great place to work for junior doctors?

Definitely.

At Western Health, we provide training streams to support your year from start to finish, and develop your skills, strengths and career interests. We highly value the important role of junior doctors in the medical team in the care of our patients.

This is reflected in that the majority of our interns and HMOs choose to continue as HMOs and registrars at Western Health, reflecting the supportive training environment and the many options available to find and pursue your career interests.

You can hear some of our HMOs talking about their experience working at Western on our [HMO Careers Page](#).

Annual and conference leave

At Western Health we support a healthy work-life balance and we will work with you to meet your personal and academic commitments. The best approach is to contact the Medical Workforce Unit as early as you can. This allows time to find a solution that will fit your needs and ensure safe patient care.

Annual leave is typically allocated during nights/relieving terms to minimise disruption to clinical services, and reduce the duration of nights/relieving terms.

Requests for conference leave must be relevant to your training and approved by your HOU. Conference leave where you are actively presenting your research (oral or poster) will be prioritised.

Research

Many of our clinical units are committed to research. In particular, Western Health is the home of the [Australian Institute of Musculoskeletal Science](#), a collaboration between Western Health, The University of Melbourne and Victoria University and WestSuRG collaborative which connects trainees and supervisors to achieve academic excellence WHS-WestSurg@wh.org.au.

Examples of Western Health research activity from AIMSS and other units can be seen in the Western Health Research [report](#) which is published by the Office for Research.

You can discuss opportunities for research in your area of interest with your DPE/DCT, who will be able to advise and direct you to researchers in that area.

Can I swap rotations with another HMO?

Requests for mutually agreed swaps in rotations between HMOs must be approved prospectively by your DPE/DCT, and MWU. This is critical for PGY2s so as to ensure any swaps do not impact on NFPMT requirements. Rotation swaps do not necessarily have to be from within the same stream (i.e. General and BPT swaps may be possible).



Application and Important Information

Applications via the PMCV Match and Western Health

HMO PGY2/BPT1-3 positions in the medical stream.

These positions are appointed via the PMCV Match. You must apply **both** via the PMCV, and also directly to Western Health.

Applications via Western Health only

HMO PGY3 positions in the surgical and general streams.

These positions are appointed directly by Western Health.

Register with PMCV for Computer Match

In order to be considered for a HMO PGY2/BPT1-3 position, candidates must first meet the eligibility criteria for the HMO Match and register with the PMCV.

For information on the Computer Match process and to register, refer to the PMCV website at [Postgraduate Medical Council of Victoria - PMCV](#)

Applications to Western Health

All applications must be submitted via our online recruitment system, please refer to our Western Health Careers page. Please follow the instructions and complete all the steps. You must also attach a cover letter (addressed to Director of Clinical Training/Director of Physician Education in your preferred stream) and a Curriculum Vitae (CV) in order to be considered for short listing.

References

Applicants via the PMCV must nominate referees via the PMCV APS, where referee reports will be directly sourced. Western Health do not require any additional reference reports (i.e. non-clinical references). Please note it is your responsibility to ensure your references are received on time.

For PGY3 General and Surgical HMOs not applying via the PMCV match, references are submitted directly to Western Health. You should submit your references to westisbest@wh.org.au

Interviews

Shortlisted applicants will be interviewed via an online platform (Zoom). Interviews will take place during July – August.

Selection

The selection process (which consists of ranking candidates through the PMCV Match, or directly for PGY3 general and surgical HMOs) is based on merit and consists of the combined assessment of application documents, referee reports and interviews.

Appointments

Appointments via the PMCV match are made based on the PMCV Computer Matching results. Applicants successfully matched to Western Health will be contacted directly via email to confirm appointment.

Appointments for PGY3 general and surgical HMOs are made by Western Health, and will also be contacted via email to confirm appointment.



Important Dates to Remember – HMO2/PGY2

06/05/2024	Applications open to Western Health
12/08/2024	Applications open to PMCV
30/08/2024	Closing date applications PMCV and Western Health
September 2024	Western Health Interview Period
15/09/2024	Match closes for candidates
23/09/2024	Job offers to take place

Important Dates to Remember – BPT 1

06/05/2024	Applications open to Western Health
17/06/2024	Applications open to PMCV
05/07/2024	Closing date applications PMCV and Western Health
July 2024	Western Health Interview Period
21/07/2024	Match closes for candidates
31/0/2024	Job offers to take place

Important Dates to Remember – BPT2 & 3

06/05/2024	Applications open to Western Health
15/07/2024	Applications open to PMCV
02/08/2024	Closing date applications to PMCV and Western Health
August 2024	Western Health Interview Period
18/08/2024	Match closes for candidates
28/08/2024	Job offers to take place

Important Dates to Remember – HMO3 General and Surgical

06/05/2024	Applications open to Western Health
07/08/2024	Closing date applications to Western Health
July 2024	Western Health Interview Period
July/August 2024	Job offers to take place