

MONASH DOCTORS

HMO3 Critical Care FAQs

How many Critical Care HMO positions does Monash Health have?

In 2018 Monash Health will have 8 Critical Care HMOs Positions available.

What is the critical care position?

The Critical Care HMO position is a 12 month position created for JMS who wish to go down a critical care pathway. It incorporates:

- 6 months of Dandenong ICU;
- 10-12 weeks ED;
- 5 weeks annual leave coupled with 5-7 weeks relieving/night duty

Feedback from the current HMO's is that it is an extremely valuable position – especially if your future career direction is in critical care. It is a wildly popular post limited to only a handful of positions!

How do I apply for the Critical Care HMO Position?

Candidates should apply to the HMO3+ General Position and state both in their cover letter and respond to the relevant question during the application process.

I'm a HMO2 in 2018, can I apply?

While the post is targeted as a HMO3 (PGY3) level JMS, it is not confined to PGY3 and we encourage PGY2's to note their interest in their applications.

To whom do I address my application?

Applications should be addressed to Amy Zusack, Team Leader, Recruitment & Credentialing, Monash Doctors Workforce.

What criteria does Monash Health use for selecting HMOs?

All applications will only be accepted on-line via the Monash Health on-line recruitment system. HMO3+ General positions are not matched and candidates must apply direct to Monash Health recruitment website to be eligible for consideration.

The following information should be attached to your electronic application:

- Curriculum Vitae
- Cover letter
- Photograph
- Fit2work consent form (non MH employees only)
- Copy of 100 points of certified Identification (non MH employees only)

- Copy of Primary Qualification (If you are successful you will be required to provide an original certified copy to MDW)
- Current employee Working with Children's Check
- 3 references; when you apply through the Monash Health electronic recruitment system you will be required to list 3 referees details. The electronic system will request your referee to complete an online reference. Which once completed will be attached to your application automatically.

Further information is available in the application guidelines.

What if my document file size is too large for e recruit?

If any of your files are too large and you have problems loading them into your application, use a file shrinking website such <http://shrinkpictures.com/> or <http://shrinkpdf.com/> to reduce the file size.

What if I am unsuccessful for the Critical Care HMO position but still want to work at Monash Health?

If you are unsuccessful but still want to work at Monash Health you should indicate on your cover letter and by answering the application questions that you would still like to be considered for a 12 month HMO General position.

Does Monash Health interview all applicants?

No, Monash Health interviews only a limited number of shortlisted candidates for HMO positions. Unfortunately we do not have the resources to interview all candidates.

Applicants successful for a critical care interview will be interviewed separately to the HMO general applicants. It will be clear that the Interview is for a Critical care post when and if you are requested for Interview.

What is the length of my contract?

All posts are advertised as 12 month full-time positions. Due to the popularity of these positions part time or half year contracts will not be considered in the first round.

Will I be able to take annual leave?

Five weeks annual leave is rostered across your 52 week rotation allocation plan. Annual leave preferences are requested as part of your rotation preferences and we do our best to try to accommodate all requests, dependent upon cover availability.



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How are the annual rotation allocation plans determined?

You will be given the opportunity to preference eight rotations scenarios for the year. Once finalised the allocation plan will not be changed without discussion with you. The annual rotation allocation plans are published in December.

What is the orientation like?

The HMO & Registrar Orientation Program runs on the first Monday of the HMO year and half yearly, e.g. planned to be Monday 5 February 2018. Attendance is compulsory if you are new to Monash Health or have been away for longer than 12 months, all of the orientation time is paid.

The Program involves some plenary sessions in Monash Health specific employee issues such as payroll, fire safety, OH&S, human resource issues and clinical issues relevant to Monash Health staff. It is also a great opportunity to meet and network with old and new friends, as well as meeting the Monash Health staff with whom you will be involved.

What education is available?

At each site (three rural and four at Monash Health) mandatory weekly education sessions are held. These are normally at lunchtime with lunch provided, and you will be expected to ask your registrar or HMO in your unit to answer your pager for the duration of the session so that you are not interrupted. Topics range from practical skill sessions to updates on pharmacy and coroner's court issues and everything in between. In addition there are Grand Rounds for Medicine and Surgery, individual department meetings such as Emergency and other specific sessions.

There are dedicated sessions for surgical and physician trainees, as well as more broadly based education topics applicable to all HMO streams.

What supervision and support can I expect to receive?

Each term has a nominated supervisor. Each site has a Director of Clinical Training (DCT) who is responsible for education on that site, who works in conjunction with our Monash Doctors Education Unit. The Monash Doctors Workforce Manager & Coordinators will be available for support, as will a plethora of NUMs and ANUMs, HMOs, Registrars, Consultants and just about everyone else.

Am I paid under an award?

The current Award which covers Junior Medical Staff (Interns through to Specialty Registrars) is commonly known as the "Victorian Public Health Sector (AMA Victoria) – Doctors in Training (Single Interest Employers) Enterprise Agreement 2013". All of our junior medical staff are employed according to the current/relevant Agreement.

Can I access salary packaging?

Salary packaging is available to all Monash Health staff. Maxxia is the provider used by Monash Health, further information is available via www.maxxia.com.au/salary-packaging

Any other questions?

Email us at medrecruit@monashhealth.org and put "HMO3 Critical Care application query" in the subject line.

Further information is available via www.monashdoctors.org or like us on facebook!



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