

Rural Generalist Intern Placement Preferencing and Ballot Guide

Overview

The Queensland Rural Generalist Pathway (QRGP) is committed to ensuring recruitment, selection and balloting processes are undertaken in a fair and equitable manner and follow due process. The Pathway aims to recruit and select medical graduates who demonstrate attributes that are consistent with Queensland Health's rural medical workforce needs.

Purpose

The intent of this guide is to outline the Rural Generalist Intern Placement Preferencing and Ballot process.

Scope

This guide applies to all successful Rural Generalist Trainee applicants who are due to commence internship the following year.

Principles

The recruitment, selection and balloting of Rural Generalist Trainee applicants is administered by the QRGP team in collaboration with the Office of the Chief Medical Officer (OCMO) and is undertaken independently from and prior to the state-wide Queensland Health general intern recruitment campaign. All Queensland Health Rural Scholarship Scheme (QHRSS) holders must participate in the Rural Generalist Intern Preferencing and Ballot process.

The placement process commences with the perusal and consideration of places on offer, followed by facility preferencing. The QRGP team encourages Trainees to research Rural Generalist Training Hospitals and preference those which complement personal circumstances and career aspirations.

Upon closure of the placement preferencing period, the following occurs:

- The QRGP team will collate all first preferences and determine the number of preferences for each Rural Generalist Training Hospital.
- If a Rural Generalist Training Hospital is undersubscribed or has been preferenced in a number equal to the number of positions available, Rural Generalist Trainees who nominated this hospital as their first preference are successful in their allocation.
- If a Rural Generalist Training Hospital is oversubscribed, a ballot process occurs. An oversubscribed hospital is selected at random followed by a Rural Generalist Trainee from the oversubscribed hospital at random; the Trainee selected will be balloted out of the oversubscribed hospital and will be placed at their **next available** preference. This process will continue for all oversubscribed hospitals until there are no oversubscriptions.
 - A Rural Generalist Trainee who has been approved for exemption / special consideration cannot be balloted.
 - Approved joint ticket holders are **not** exempt from the ballot and can be balloted if they or their partner are selected during the ballot process. Both joint ticket holders

will be balloted to their **next available** preference where two positions remain available.

Ballot Example

The following hypothetical ballot example is designed to clarify the process undertaken:

- During the Intern placement process, Rural Generalist Trainees indicate their preferred Rural Generalist Training Hospitals A through to J in priority order.
- Following the closing date for live preferencing the QRGP team notes the following:

Hospital A has 2 positions available but receives 5 first preferences;
Hospital B has 5 positions available but receives 6 first preferences;
Hospital C has 6 positions available but receives 8 first preferences;
Hospital D has 3 positions available but receives 4 first preferences;
Hospitals E to G are undersubscribed;
Hospitals H to J are equal in their subscription.

- Hospitals A - D enter the oversubscribed ballot process.
- A ballot committee member randomly selects one hospital. In this example Hospital D is randomly chosen.
- The Rural Generalist Trainees who preferenced the oversubscribed hospital (Hospital D) as their first preference are selected for balloting. In this instance, four Trainees participate in this process.
- A ballot committee member randomly selects one Rural Generalist Trainee. In this example Trainee 2 is randomly selected. Therefore Trainee 2 is balloted out of hospital D to their next available preference.

Trainee 2's preferences were as follows:

Hospital D

Hospital A

Hospital C

Hospital B

Hospital G

Hospital E

etc (until all Hospitals - Hospitals A to J - are preferenced in order).

In this example, Hospitals A, C and B are all oversubscribed and therefore Trainee 2 cannot be allocated to any of these hospitals. Therefore, the next available hospital that Trainee 2 can be allocated to is their fifth preference, Hospital G.

- This process continues until hospitals are no longer oversubscribed.

Further Information

If you require any further information, please do not hesitate to contact the Queensland Rural Generalist Pathway team.

Phone: 1800 680 291

Email: rural_generalist@health.qld.gov.au

Website: <http://ruralgeneralist.qld.gov.au/>

Related documents

- Rural Generalist Intern Application Guide
- Rural Generalist Intern Swapping and Withdrawal Guide
- Rural Generalist Trainee Transferring Guide
- Rural Generalist Intern Exemption and Special Consideration Guide
- Rural Generalist Intern Joint Ticket Guide

Version Control

This document will be reviewed annually.

Date of last review: 19 December 2017