

Aboriginal and Torres Strait Islander QRG Intern Allocation Initiative Guide

The Queensland Rural Generalist Pathway (QRGP) has adopted the following definition from the 2017 Closing the Gap Performance Report:

Indigenous is used in this document to describe a person of Aboriginal and/or Torres Strait Islander descent who identifies as an Aboriginal person or a Torres Strait Islander, and is accepted as such by the community in which he or she lives (Queensland Health, 2017).

The QRGP recognises the unique position of Aboriginal and Torres Strait Islander peoples in Australian culture and history; and their deep connection to the land.

In Queensland the life expectancy gap between Indigenous and non-Indigenous residents is currently estimated at 10.8 years for males and 8.6 years for females (Queensland Health, 2018). The ongoing national commitment to improving Aboriginal and Torres Strait Islander health necessitates a workforce which is culturally capable and appropriate; and based in communities in need. While it is the responsibility of all health professionals to provide culturally sensitive care, it is important that the number of Aboriginal and Torres Strait Islander people choosing a career in health is prioritised.

Purpose

The purpose of this initiative is to promote the success of Aboriginal and Torres Strait Islander medical graduates in the Queensland rural and remote workforce. Eligible Rural Generalist applicants can apply to the Aboriginal and Torres Strait Islander QRG Intern Allocation Initiative to be allocated to their first preferred hospital.

Eligibility

Applicants wishing to access the QRG Aboriginal and Torres Strait Islander Intern Allocation Initiative must:

- be of Aboriginal and/or Torres Islander descent; or accepted as an Aboriginal and/or Torres Strait person by the Aboriginal and/or Torres Strait Islander community in which they live
- meet [QRGP's eligibility criteria](#)
- meet QRGP's suitability requirements during the selection process
- be a [Group A](#) applicant

Eligible applicants who wish to participate in the Initiative are required to submit documentation as outlined in the supporting documentation section below, as part of their online application. Late applications and change of location requests will only be considered in exceptional circumstances ie. due to an event which has occurred since applying, for example, medical reasons.

Rural Generalist applicants can only make application to **one** of the following:

- Special consideration
- Joint ticket
- Aboriginal and/or Torres Strait Islander Initiative

Application

On the applicants QRG Intern application, at **Step 3 - Other Details** applicants need to:

- Select 'Aboriginal and Torres Strait Islander Intern Allocation Initiative'
- Advise which hospital the applicant wishes to work at

Note: Please ensure that the hospital nominated in this section is the same as the first preference in the preferences section of the intern application.

After applications close, applicants will receive an email that advises the due date and method of submission for supporting documentation.

Applicants will be notified of the outcome of their application when first round offers (Applicant group A) are released.

Supporting documentation

Applicants must provide:

- A declaration of Aboriginal and/or Torres Strait Islander descent (a signed [statutory declaration](#) is an acceptable form of declaration for this purpose; or
- Confirmation of acceptance as an Aboriginal and/or Torres Strait Islander person by the Aboriginal and/or Torres Strait Islander community in which they live (such information must be provided by an incorporated community organisation, association or body where the majority of members of the governing body are Aboriginal or Torres Strait Islanders or both. The confirming organisation must exist at the time of the intended purpose of the confirmation. An original or notarised copy of a 'letter of confirmation', is an acceptable form of confirmation for this purpose); and
- A statement as to why the applicant wants to work at a particular hospital

All documents must be certified by a Commissioner for Declarations, Justice of the Peace, Solicitor (or other approved delegate) as true copies of the originals.

Review of applications

Applications will be assessed by the interview panel prior to the ballot process.

The panel will consist of the following members:

- Representatives of Queensland Rural Generalist Pathway
- Representative of Darling Downs Health Indigenous Health

The panel will review the documentation provided to confirm the eligibility of applicants to be allocated to a QRGIP intern position under the Initiative. The Panel may contact applicants if any additional information is required for the application to be properly considered.

The panel will offer endorsement of applications to the QRGIP Intern ballot and special consideration committee, which will confirm the applicant's exemption from the ballot process.

If there are more eligible applicants than positions available at a particular facility, merit order of applicants will be considered.

Applicants who have been confirmed as eligible by the panel will be exempt from the initial ballot process.

Further Information

Contact the QRGIP team on 1800 680 291 or rural_generalist@health.qld.gov.au

Related documents

- QRGP Intern Application Guide
- QRGP Intern Placement Preferencing and Balloting Guide
- QRGP Intern Special Consideration Guide
- QRGP Joint Ticket Guide
- QRGP Intern Rollback Guide
- QRGP Intern Transfer Guide
- QRGP Intern Swapping Guide
- QRGP Decline and Withdrawal Guide