

20 June 2022

J. Thomas-Maude

Via email: fyi-request-19498-f8fa2ef2@requests.fyi.org.nz

Dear Mr Thomas-Maude

Re: OIA request – PGY1 House Officer positions

Thank you for your Official Information Act request received 30 May 2022 seeking information from Waitematā District Health Board (DHB) about PGY1 House Officer (HO) positions.

Before responding to your specific questions, it may be useful to provide some context about our services.

Waitematā is the largest and one of the most rapidly growing DHBs in the country, serving a population of around 650,000 across the North Shore, Waitakere and Rodney areas. We are the largest employer in the district, employing more than 8,900 people across more than 80 locations.

In addition to providing care to our own resident population, we are the Northern Region provider of forensic mental health services and child rehabilitation services, plus the metro Auckland provider of child community dental services and community alcohol and drug services.

In response to your request, we are able to provide the following information:

Comments regarding the data provided

- This response includes all appointments up to 31 May 2022.
- Prior to 2021, the HO training year which includes PGY1 positions commenced in November each year.
- In 2020, the RMO training year dates changed from November each year to January each year. As part of the transition, this resulted in the end date for the 2019/2020 training year being changed from 29/11/2020 to 17/01/2021.
- The ACE matching process is completed prior to the commencement of the RMO training year and in responding, we have provided details on which training year the ACE process relates to for the year specified.
- The training year dates covered by the information requested were as follows:

Training Year	Dates	ACE Process (Year)
2014/2015 Training Year	25/11/2014 to 23/11/2015	2014
2015/2016 Training Year	23/11/2015 to 27/11/2016	2015
2016/2017 Training Year	28/11/2016 to 26/11/2017	2016
2017/2018 Training Year	27/11/2017 to 25/11/2018	2017
2018/2019 Training Year	26/11/2018 to 24/11/2019	2018
2019/2020 Training Year	25/11/2019 to 17/01/2021	2019
2021 Training Year	18/01/2021 to 16/01/2022	2020
2022 Training Year	17/01/2022 to 15/01/2023	2021

1. The total number of PGY1 House Officer positions filled by the ACE matching system for each year between 2018 and 2022 and a breakdown of these by country of training of the candidate (e.g. New Zealand, Australia).

Training Year Dates	ACE Process	NZ	Australia	Total Waitemātā DHB
27/11/2017 to 25/11/2018	2017	48	4	52
26/11/2018 to 24/11/2019	2018	58	3	61
25/11/2019 to 17/01/2021	2019	59	0	59
18/01/2021 to 16/01/2022	2020	64	0	64
17/01/2022 to 15/01/2023	2021	63	0	63

2. The total number of PGY1 House Officer positions filled in by NZREX graduates for each year between 2018 and 2022.

The table below provides the number of PGY1 HO positions filled by NZREX graduates hired by year from 2018 to 2022 for each DHB including all new appointments up to 31 May 2022.

Please note that the following factors contributed to a higher number of NZREX appointments to PGY1 HO positions in the 2017/2018 training year:

- the RMO MECA settlement and implementation of Schedule 10 and Schedule 12 (relief commitments)
- a total of five HO Schedule 10 rosters implemented through the 2017/2018 training year which represented an increase of 25 FTE HO positions for Waitemātā DHB (Schedule 10 and Schedule 12)
- the majority of the 11 NZREX appointments were mid-year in Quarter 3 and Quarter 4 to fill vacancies as a result of FTE (full-time equivalent) growth.

Training Year	Training Year Dates	Waitemātā DHB
2017/2018	27/11/2017 to 25/11/2018	11
2018/2019	26/11/2018 to 24/11/2019	2
2019/2020	25/11/2019 to 17/01/2021	4
2021	18/01/2021 to 16/01/2022	1
2022	17/01/2022 to 15/01/2023	1

3. The total number of PGY1 House Officer positions filled in by candidates from a Comparable Health System (e.g. U.K., Ireland, U.S.A., Canada etc.) for each year between 2018 and 2022.

The PGY1 positions filled by international medical graduates (IMGs) from comparable health systems (CHS) from 2018-2022 were filled by Australian medical graduates. When determining comparable health countries, we have used the Medical Council of New Zealand list of comparable health countries. This includes all new appointments up to 31 May 2022 and excludes any PGY1 positions filled by NZREX.

It should be noted that due to the border restrictions in place during various COVID-19 Alert Level settings since early 2020, there were not as many new graduates from comparable health countries applying for roles here as in previous years.

Training Year	Training Year Dates	Waitematā DHB
2017/2018	27/11/2017 to 25/11/2018	4
2018/2019	26/11/2018 to 24/11/2019	3
2019/2020	25/11/2019 to 17/01/2021	0
2021	18/01/2021 to 16/01/2022	0
2022	17/01/2022 to 15/01/2023	0

4. The total number of PGY1 House Officer positions that were available and advertised outside of the ACE matching system for each year between 2014 and 2022 (please note this is a wider time range than the three requests above).

Recruitment for Resident Medical Officer (RMO) positions is undertaken regionally across the three Auckland metro DHBs (Auckland, Counties Manukau and Waitematā DHBs) and this is facilitated by the Northern Regional Alliance, as follows:

- once-a-year the nationwide annual recruitment cycle (ARC) is used to coordinate external advertising for House Officer positions at PGY2/PGY2+ levels. The Auckland region recruits all of the required PGY1 positions via the ACE RMO process
- PGY1 positions are reserved initially for New Zealand graduates from Medical Schools via the ACE process. Information regarding the national ACE matching process can be found on the ACE website at: <https://rmo.acenz.net.nz/>
- from time-to-time, vacancies occur at PGY1 level during the training year and outside of the ACE process. NZREX graduates are considered for such, where there are suitable vacancies. NZREX doctors are encouraged to register online at: www.aucklanddoctors.co.nz and maintain an up-to-date CV and details to enable them to be considered when vacancies become available
- available vacant positions are advertised throughout the year on the Auckland Doctors website.

Prioritisation of preference criteria for any additional PGY1 positions not filled via the ACE match involves reviewing the ACE talent pool of non-matched ACE candidates and NZREX who have applied to the Auckland region, in the order of:

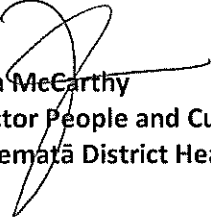
- Category 1 – graduates from NZ Medical schools who are citizens of NZ or Australia
- Category 2 – graduates from Australian medical schools who are citizens or permanent residents of NZ or Australia
- Category 3 – graduates from NZ medical schools who are not permanent residents or citizens
- NZREX applicants prioritised on the basis of NZ Citizen/Permanent resident status.

I trust that this information is helpful.

Waitematā DHB supports the open disclosure of information to assist community understanding of how we are delivering publicly funded healthcare. This includes the proactive publication of anonymised Official Information Act responses on our website from 10 working days after they have been released.

If you consider there are good reasons why this response should not be made publicly available, we will be happy to consider your views.

Yours sincerely



Fiona McCarthy
Director People and Culture
Waitematā District Health Board