

## Selection to the AOA 21 Training Program in orthopaedic surgery for 2024 Frequently Asked Questions (FAQ)

### **1. Does the CV score still contribute to the combined score?**

No. Applicants must meet a minimum score of 6 on the CV and achieve a score in the Situational Judgement Test (SJT) better than one (1) standard deviation below the mean to be eligible for an invitation to interview. The CV score no longer forms part of the score on which interview invitations are based.

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### **2. What is the Situational Judgement Test (SJT)?**

The SJT is an online test that includes scenario-based questions which describe situations that are likely to be encountered as a specialist trainee/orthopaedic registrar. Applicants select from a range of possible responses based on their spontaneous evaluation of the situation.

The SJT has been designed to assess the suitability of applicants for the AOA 21 Training Program against the following competencies:

- Teamwork and conflict management
- Communication
- Advocacy
- Leadership and organisational skills
- Professionalism

Applicants must complete a SJT on a date in late March 2023 that will be advised.

### **3. Where can I sit the SJT?**

The SJT will be administered online using remote proctoring under secure test conditions. Applicants will be able to sit the test from a location of their choice that satisfies the test conditions. Further information will be provided following registration.

### **4. What if I cannot attend the SJT?**

Applicants must make themselves available at the time the SJT is scheduled. If an applicant does not complete the SJT, the applicant will be automatically withdrawn from the Selection process and their application will not be considered further.

### **5. How will the SJT determine the progress of my Selection application?**

The SJT will be marked and results will be converted to z-scores. Applicants who achieve a SJT z-score greater than or equal to one (1) standard deviation below the mean will not be considered further in the Selection process.

### **6. How many points will I be awarded for particular activities on my CV?**

You can find the weighting of points for each section of the CV detailed in the *Regulations*. If you have an activity or achievement that meets the criteria outlined in the *Regulations* you should include it in your application for assessment.

### **7. I have completed a Master's degree; how will I know if it is eligible for points?**

Each Master's degree that is included on an application for Selection will be assessed at the time on its relevance to orthopaedic surgery. Master's degrees will be accepted both by coursework and by research, provided they are relevant to the practice of orthopaedic surgery. It is recommended that

applicants undertake a Master's degree only if they wish to do so for professional reasons and not purely for the purposes of selection.

### **8. Which Radiation Safety Courses will be recognised by AOA?**

The only requirement for the Radiation Safety Course is that the course is licensed by the appropriate state licensing body (e.g., the Environment Protection Authority). Your hospital should be able to advise you on the courses available in your area. There is no currency requirement with regard to when the course is completed.

### **9. How many attempts can I make at selection into orthopaedic training?**

Applicants are permitted a total of four (4) attempts at selection into the AOA 21 Training Program. After a third unsuccessful attempt at selection a comprehensive review of the applicant's performance will be conducted. The applicant will be invited to a counselling session with a member of the AOA Selection Committee to discuss their performance in the context of a further attempt.

### **10. What are the components that add to my CV score?**

Candidates must achieve a minimum score of six (6) points on the CV in order to progress to the next stage of Selection. The components scored are:

- Surgical and medical experience (maximum 4 points)
- Skills courses (maximum 3 points)
- Higher education qualifications (maximum 3 points)
- Research presentation (maximum 2 points)
- Research publications (maximum 4 points)

### **11. What are the unscored components?**

Candidates will have the opportunity to provide information on the following unscored components:

1. Rurality
2. Community service

### **12. What is the significance of unscored components?**

Where scores are statistically equivalent at the cut-off for offers, the Selection Committee will determine which candidates receive an offer and in making any such determination will have regard to: promoting diversity within the training program, workforce planning – especially as it relates to rurality, commitment to community service, social equity, and other strategic objectives. Unscored information provided on the application will be used to inform this decision making.

### **13. Will my rural experience be scored differently?**

Rurality does not add to your score; however, where scores are statistically equivalent at the cut-off for offers, the Selection Committee will determine which candidates receive an offer and in making any such determination will have regard to rurality.

### **14. What is considered rural?**

When referring to a rural area for this purpose, the [Modified Monash Model \(MMM\)](#) will be used. MMM is used to define whether a location is a city, rural, remote or very remote.

The model measures remoteness and population size on a scale of Modified Monash (MM) category MM 1 to MM 7. MM 1 is a major city. Areas classified MM 2 to MM 7 are rural or remote.

A minimum period of 12 months is required.

#### **What is the Modified Monash Model?**

The Modified Monash Model (MMM) is how we define whether a location is a city, rural, remote or very remote.

The model measures remoteness and population size on a scale of Modified Monash (MM) category MM 1 to MM 7. MM 1 is a major city and MM 7 is very remote.

Understanding the MMM classifications helps us distribute the health workforce better in rural and remote areas.

MMM classifications are based on the [Australian Statistical Geography Standard - Remoteness Areas](#) (ASGS-RA) framework.

### Who manages the MMM?

Our analysts review and update the MMM after each Census. The [Australian Bureau of Statistics](#) (ABS) conducts the national Census every 5 years.

### What is the MMM used for?

The MMM tells us about an area according to geographical remoteness and town size.

Areas classified MM 2 to MM 7 are rural or remote. People living in these areas can find it harder to get medical help. Accessing doctors can take longer and cost more.

The [Distribution Priority Area](#) classification uses MMM boundaries.

### How to find current areas under the MMM

You can find 2015 and 2019 MMM classifications on the [Health Workforce Locator](#).

### Modified Monash Model classifications table

Modified Monash category	Inclusions
<a href="#">MM 1</a>	All areas categorised ASGS-RA1.
<a href="#">MM 2</a>	Areas categorised ASGS-RA 2 and ASGS-RA 3 that are in, or within 20km road distance, of a town with a population greater than 50,000.
<a href="#">MM 3</a>	Areas categorised ASGS-RA 2 and ASGS-RA 3 that are not in MM 2 and are in, or within 15km road distance, of a town with a population between 15,000 and 50,000.
<a href="#">MM 4</a>	Areas categorised ASGS-RA 2 and ASGS-RA 3 that are not in MM 2 or MM 3 and are in, or within 10km road distance, of a town with a population between 5,000 and 15,000.
<a href="#">MM 5</a>	All other areas in ASGS-RA 2 and 3.
<a href="#">MM 6</a>	All areas categorised ASGS-RA 4 that are not on a populated island that is separated from the mainland in the ABS geography and is more than 5km offshore.  Islands that have an MM 5 classification with a population of less than 1,000 (2019 Modified Monash Model classification only).
<a href="#">MM 7</a>	All other areas; that being ASGS-RA 5 and areas on a populated island that is separated from the mainland in the ABS geography and is more than 5km offshore.

### 15. I did some volunteer work, should I include that in my application?

Applicants are given the opportunity to include their commitment to community service as part of the unscored components of their application. Community service can include: participation in Australian military service, humanitarian or outreach work.

Australian military service includes completion of an initial period of contract with the Australian Defence Force as a doctor for a period of no less than four (4) years.

Humanitarian or outreach work must be a minimum of twelve (12) months engaged in humanitarian work with a recognised organisation including Medicine Sans Frontiers (MSF), Orthopaedic Outreach, International Committee of the Red Cross (ICRC) and Australia Doctors for Africa (ADFA).

**16. In which instances during Selection are applicants ranked?**

Applicants are ranked nationally throughout the Selection process:

1. When applicants meet the minimum CV score and achieve an SJT score better than one (1) standard deviation below the mean they are ranked nationally according to their SJT score. Applicants will be invited to interview based on the ranking of their SJT score.
2. When applicants attend a Selection interview they are also scored. Applicants will be ranked nationally based on their combined SJT and interview score. AOA will collect referee reports at a minimum ratio of two applicants to each expected available post in each region.
3. Following referee reports, applicants are ranked on their overall score when being considered for an offer. The overall score is comprised of the SJT score (30 per cent), the interview score (40 per cent) and the referee report score (30 per cent).

**17. I have completed research that is currently pending publication. Can I include this under 'research publication(s)' on my CV?**

Only research that has been published may be counted on the CV. Pending publications will not be accepted.

**18. I have been acknowledged and/or listed as a collaborator on a research publication, but am not a listed author. Can I include this publication under 'research publication(s)' on my CV?**

Only research where an applicant is an officially listed author may be counted on the CV. Publications where an applicant is only acknowledged and/or listed as a collaborator will not be eligible for points.

**19. The research impact factors have changed since my research was published. Can I claim my research under the impact factors that applied when it was originally published?**

Research publications will be measured according to the current impact factors, unless an applicant can provide evidence of the impact factor that applied to their research when it was originally published, in which case AOA will accept the research under the impact factor that applied at the date of original publication.

**20. I completed my undergraduate medical training overseas. How can I join the AOA 21 Training Program?**

If you are a graduate of an overseas medical school seeking entry to the AOA 21 Training Program, you will need to contact the Royal Australasian College of Surgeons (RACS) in the first instance. Frequently asked questions relating to International Medical Graduates (IMGs) and the selection process can be found on the [RACS website](#).

Please note that you must be an Australian citizen or have permanent resident status in Australia for the full duration of the program, and hold unconditional registration as a medical practitioner in Australia.

**21. How many regions can I preference on my application?**

Applicants are asked to nominate a first and second regional preference. Applicants will only be considered for interviews and offers in the regions of preference on their application.

**22. My question is not listed here. Whom can I contact?**

Applicants requiring further information about AOA applications must submit their enquiry to [selection@aoa.org.au](mailto:selection@aoa.org.au). Once the enquiry is received, an AOA staff member will contact the applicant as soon as possible to provide further appropriate information. Phone enquiries will not be accepted.