

# Area of Need

## Junior Medical Officer Position Application Form

This form is to be used by the Department of Health (DoH) and Hospital and Health Services (HHSs) seeking an Area of Need (AoN) declaration for a Junior Medical Officer (JMO) position for the purpose of employing an International Medical Graduate (IMG). JMO refers to the Junior, Senior and Principal House Officers.

**i** For further clarification of terms contained within this form, please refer to the Queensland Department of Health Policy and Procedure: Declaration of an Area of Need for Medical Services in Queensland available at <https://www.health.qld.gov.au/employment/work-for-us/apply-for-a-job/overseas/area-of-need>

**Do not provide names of any possible candidates for the position.**

1. Employer/authorised agent details:

Contact name

Contact phone number

Email address

2. Primary location's name and address (inc. HHS if QH)

3. Secondary location(s) name(s) and address(es) (if required – if not required, go to **Question 5**)

4. Are the secondary location(s) owned by the same employing entity as the primary location?

Yes

No – Please attach a letter of support from the secondary location(s) confirming their inclusion in the AoN application.

Not applicable

5. What AoN position is required?

Junior House Officer

Senior House Officer

Principal House Officer – specify department

**i** The operational period for JMO positions will be for one (1) year.

6. The position must be classified as a critical vacancy. Please provide written advice from the Executive Director of Medical Services (EDMS) or Medical Superintendent of the primary employing HHS confirming the nature of the critical vacancy.

Evidence attached

7. The position must have been advertised in the most recent Resident Medical Officer (RMO) Campaign. Please provide evidence of recent RMO Campaign advertising.

Evidence attached

8. Where attempts to recruit to the position through the RMO Campaign have been made, please provide evidence of this. Evidence can be in the form of written confirmation from the EDMS or Medical Superintendent of the primary employing HHS that all suitable candidates were contacted and offered the position.

Evidence attached

9. Please attach evidence of comprehensive advertising that meets the [Policy and Procedure's advertising requirements](#) (Section 5. Advertising).

Evidence attached

10. Did an Australian or New Zealand trained medical practitioner(s) apply for the position?

Yes - How many?

No - Go to **Question 12**

11. Was the Australian or New Zealand trained medical practitioner(s) offered employment?

Yes  
No – Please provide a detailed explanation below as to why they were not appointed

**i** Australian and New Zealand trained medical practitioners (the practitioner) will only be considered not suitable if:

- a. The practitioner did not meet the mandatory requirements detailed in the position description (a copy of the position description will be required to be supplied)
- b. The practitioner has a pre-employment screen which precludes employment (e.g., criminal or disciplinary history)
- c. The practitioner is unable to be credentialed by an applicable Credentialing Committee.
- d. The practitioner who applied for the position and subsequently withdrew interest (a written copy of the practitioner's withdrawal of interest must be supplied).

12. Employer/authorised agent declaration

**I confirm that the information provided in this application is true and correct.**

Name

Position/Title

Signature

Date

Please send the completed application form and supporting attachments via email to [areaofneed@health.qld.gov.au](mailto:areaofneed@health.qld.gov.au).

If you have any questions in relation to completing this application, please contact Area of Need on 0473 304 913.

## Supporting Documentation Checklist

Please attach the applicable documentation to support the AoN application:

Complete AoN application

Letter of support from secondary location(s) not owned by the primary location (refer to Q 4)

Letter confirming position is a critical vacancy (refer to Q 6)

Evidence of participation in recent RMO campaign (refer to Q 7)

Letter confirming participation in recent RMO campaign and that all suitable candidates were contacted and offered the position (refer to Q 8)

Evidence of advertising (refer to Q 9)

Evidence to support why Australian or New Zealand trained medical practitioner(s) was not offered employment (refer to Q 11)