



Government of **Western Australia**
WA Country Health Service

WA Rural Physician Training Pathway Basic Physician Training – Adult Internal Medicine RACP

2026 Application Guide

Table of Contents

WA Rural Physician Training Pathway Basic Physician Training - Adult Internal Medicine	3
Overview	3
What is “WA Rural Physician Training Pathway– BPT AIM”	3
Eligibility	4
Important dates	5
Application process	5
Preparing your application	5
Online application on MedCareersWA	6
Supporting documents	7
Application & selection process	7
Assessment of applications	7
Application scoring	7
Additional application marks	8
Interview	8
Final assessment	9
Notification to unsuccessful applicants	9
Offers for positions	9
Application & selection process for CONTINUING TRAINEES - within the same Network	10
Application	10
Required Documentation	10
Interviews	10
Application & selection process for CONTINUING TRAINEES - changing Network	11
2026 Rotations and preferencing	11
Contact details	11
Frequently asked questions – WA Rural Physician Training Pathway	12

WA Rural Physician Training Pathway

Basic Physician Training - Adult Internal Medicine

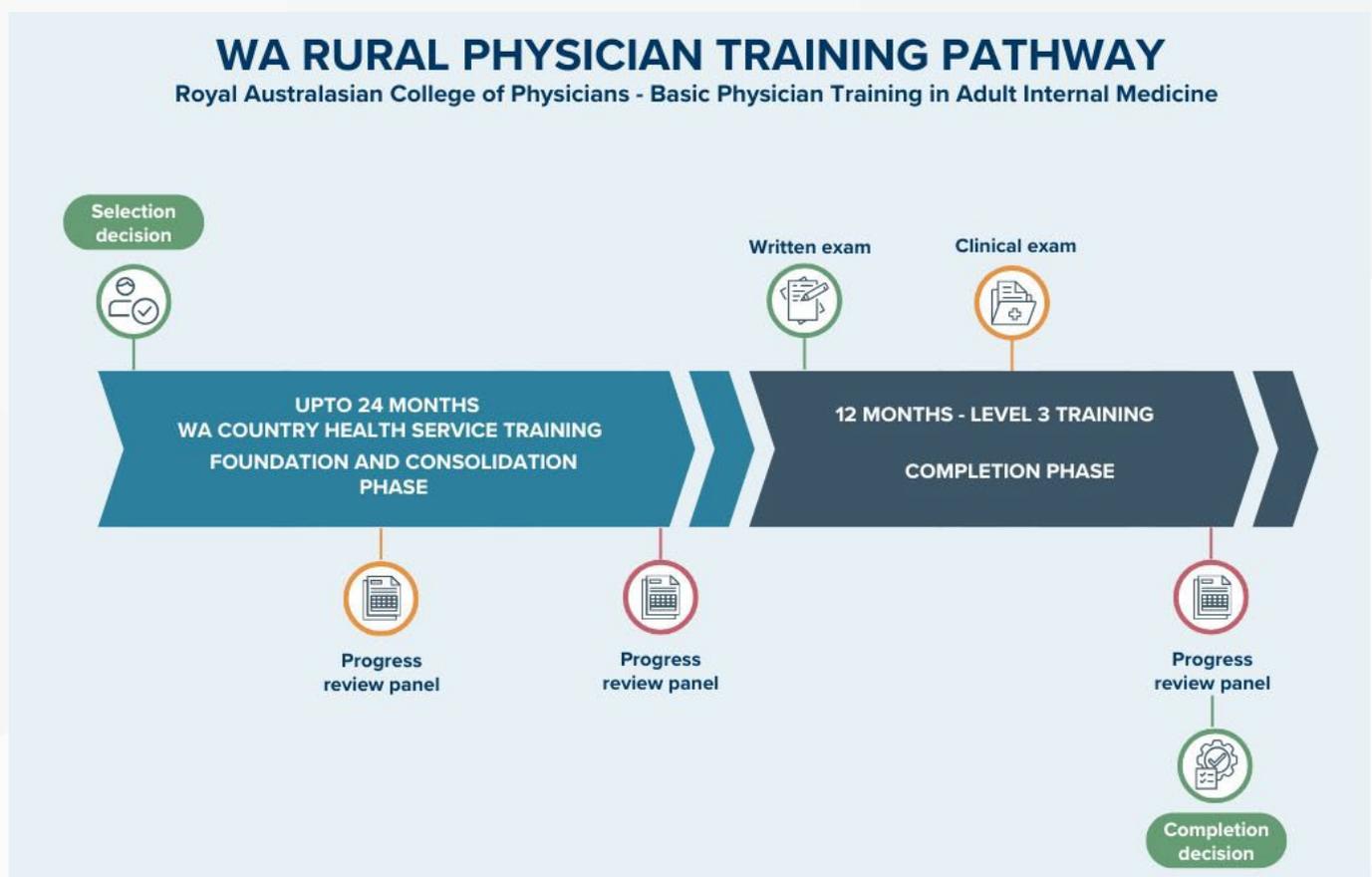
Overview

Basic Physician Training (BPT) in WA is delivered under the leadership of the WA Adult Medicine BPT Network Committee representing four training Networks across WA. From 2024, the WA Adult Medicine BPT Network expanded to include WA Country Health Service (WACHS) as an RACP accredited Level 1 training Network.

What is “WA Rural Physician Training Pathway– BPT AIM”

WACHS proudly hosts the WA Rural Physician Training Pathway (the Pathway) for Basic Physician Trainees completing Adult Internal Medicine (AIM) training with the Royal Australasian College of Physicians (RACP) and are committed to a rural Physician career.

The Pathway maps a three-year training journey for successful applicants. The below diagram provides an overview:



The Pathway offers training opportunities for Resident Medical Officers (RMOs) and Medical Registrars pursuing RACP accredited BPT AIM rotations. This coordinated and supported three-year training pathway allows successful applicants to gain valuable experience in both rural and metropolitan settings and meet RACP training requirements.

The Pathway benefits from an RACP Level 1 training exemption, allowing trainees to complete up to 24 months of training in a WACHS Level 1 accredited setting, with support to transition to a partnered Level 3 training setting for a duration of 12 months.

Training positions are available in the following accredited WACHS training settings:

- Albany Health Campus
- Broome Health Campus
- Bunbury Regional Hospital
- Geraldton Regional Hospital
- Kalgoorlie Health Campus

Partnered metropolitan training settings are:

- Fiona Stanley Hospital
- Royal Perth Hospital
- Sir Charles Gairdner Hospital

Important Note: Your Network linkage is for training purposes only and does not guarantee future employment at the partnered setting. You must seek your employment with the partnered training setting directly through the annual recruitment process.

Eligibility

Selection into WA Rural Physician Training Pathway (WA RPTP) – BPT AIM training position is a competitive, merit-based process.

To be considered for the Pathway, applicants must meet the following eligibility requirements.

- Hold unrestricted general registration with the Medical Board of Australia or general scope of practice registration with the Medical Council of New Zealand or be eligible for unrestricted general registration before training commences.
- Hold an employment contract or have submitted an eligible application with a preferred WACHS accredited training setting for a minimum of 12 months employment as a WACHS-employed Registrar or Resident Medical Officer (RMO) in 2026.
- Have a minimum of two years full time (or equivalent) postgraduate clinical experience in Australia (or an equivalent setting).

NOTE: If you do not meet the eligibility requirements outlined above, please consider applying in future years once these are met.

Successful applicants must be [eligible to register](#) with the RACP as a Basic Physician Trainee in Adult Internal Medicine.

Important dates

Process	Date
2026 WACHS Registrar Service and Trainee Pool (All WACHS Regions) application dates	Monday 12 May 2025 - Monday 9 June 2025
2026 Annual WA Health RMO / Service Medical Registrar (SMR) Centralised Recruitment application dates	Monday 26 May 2025 - Monday 23 June 2025
2026 WA RPTP applications open	Monday 23 June 2025
2026 WA RPTP applications close	Monday 21 July 2025
Interview notifications	Tuesday 12 August 2025
Interview for Training Pathway positions	Friday 22 August 2025
Outcome notification	From Friday 22 August 2025
Last date to accept offer and/or request feedback if unsuccessful	After 5 working days from the date of outcome.

Application process

Applications for the WA RPTP – BPT AIM must be submitted via MedCareersWA.

All applications must be completed online with all required documentation uploaded as listed in this document on page 7. Please allow time to submit your application as all applications must be submitted by the closing date and time. Late or email applications will not be considered.

Preparing your application

Selection of trainees will be based on information gathered from the online application in MedCareersWA, supporting documents and performance at interview (if shortlisted). To ensure a complete and successful application, please follow these steps:

1. Complete the Online Application

Submit your application via the MedCareersWA portal. The application form includes specific fields to address the selection criteria.

2. Upload Supporting Documents

Attach all required documentation as outlined in the Application Guide. Incomplete applications or missing documents may result in exclusion from the selection process.

Please ensure all sections of the application are accurately completed and that all required documents are uploaded **prior to the advertised closing date and time**. Where possible, please combine documents related to the same selection criteria into a single upload.

Online application on MedCareersWA

As part of your online application, you are required to complete your personal details and specify the WACHS setting where you have applied or have secured a contract for 2026. You must also indicate your preferences for Level 3 metropolitan hospital to which you prefer to be linked for training purposes.

Please be aware the linkage to one of these Networks is only for the purpose of Basic Physician Training and does not guarantee employment at this Network in subsequent years. Selection to a training Network is separate from employment. To continue in an eligible training position, all trainees must apply for employment within their Network on an annual basis.

The MedCareersWA application form will request the following information:

Section	Requirements	Limit
Personal details	Include AHPRA medical registration, employment information, WACHS and metropolitan linkage setting preferences, medical degree, and internship details.	-
Selection criteria	<p>Respond to each criterion directly within the MedCareersWA application form:</p> <ol style="list-style-type: none"> 1. Demonstrated connection to rural Australia (defined as MM2+), including any undergraduate and postgraduate experience. 2. Demonstrated commitment to training as a specialist Physician in a rural setting. 3. Demonstrated clinical competence including safe clinical practices and sound decision-making appropriate to the applicant's level of experience. 4. Demonstrated professionalism, leadership, ethical behaviour, and high-level communication and interpersonal skills. 5. Demonstrated continuous improvement of cultural competence to provide safer and better healthcare for Indigenous and rural communities. 6. Demonstrated commitment to continuing professional development and teaching. 7. Experience in conducting quality improvement activities including clinical research or audit. 	Maximum of 300 words per criterion.
Supporting documents	<p>For some selection criteria, you may be prompted to upload supporting documents. Where feasible, please consolidate related documents into a single file.</p> <p>Upload your cover letter, CV, end-of-term assessments, evidence of professional development, and proof of research or audit activities.</p>	One upload can include multiple documents
Referee Details	Provide contact details for two referees. One must be a clinical supervisor from 2025, and at least one must be a Fellow of the RACP.	

Supporting documents

The application process will require you to submit documents such as:

Document	Description
Cover letter (optional)	This provides you with the opportunity to explain why you are passionate about joining the WA Rural Physician Training Pathway. A cover letter is, however, optional.
Curriculum vitae	Provide relevant information for selection to training, including clinical experience, education, training, research, publications, and professional development. Your CV must be completed using the prescribed template provided in the MedCareersWA advert.
End-of-term assessments	Submit two recent end-of-term assessments from a hospital or Specialist College, preferably from your most recent clinical role (not more than 12 months old). Acceptable forms include the RACP Ward/Service Consultant Report, PMCWA Term Assessment Form, or WRIG-30 forms.
Evidence of professional development - education and training attendance and delivery	Submit proof of participation in educational activities, such as a formal attendance statement, letter, or other supporting documents from a Medical Education Unit including documentation of any training sessions or educational programs you have conducted or facilitated.
Evidence of research or audit experience	Provide documentation of involvement in medical research, quality improvement projects, audits, or publications. For audits, include evidence of a completed cycle and its contribution to clinical practice.

Application & selection process

The WA RPTP Network Directors and Program Coordinator will coordinate the selection process. The selection panel will consist of representatives from all participating hospitals, including the metropolitan hospitals.

Assessment of applications

The independent assessment evaluates the skills, knowledge, and abilities of applicants in relation to the training program requirements. Applications will be assessed based on the extent to which applicants meet the eligibility requirements and selection criteria. The evaluation will consider all supporting documentation submitted through the online application, including the application form, curriculum vitae (CV), evidence of research and quality improvement activities, professional development records, and term assessments.

Application scoring

All applications are initially reviewed to confirm that eligibility requirements for the WA RPTP – BPT AIM are met. Eligible applications are then assessed by the Selection Panel against the published selection criteria.

A maximum of 50 marks is available for the written application. Marks are awarded based on the quality of responses to the selection criteria, supporting documentation, and end-of-term assessment reports.

Selection Criteria Assessed	Result / Marks (Total 50)
Demonstrated connection to rural Australia (defined as MM2+), including any undergraduate and postgraduate experience.	Up to 10 marks
Demonstrated commitment to training as a specialist Physician in a rural setting*.	Up to 5 marks
Demonstrated clinical competence including safe clinical practices and sound decision-making appropriate to the applicant's level of experience.	Up to 5 marks
Demonstrated professionalism, leadership, ethical behaviour, and high-level communication and interpersonal skills.	Up to 5 marks
Demonstrated continuous improvement of cultural competence to provide safer and better healthcare for Indigenous and rural communities.	Up to 5 marks
Demonstrated commitment to continuing professional development and teaching.	Up to 5 marks
Experience in conducting quality improvement activities including clinical research or audit.	Up to 5 marks
End-of-term assessments	Up to 10 marks

*Including participation in WACHS RAPTOR and/or current Physician training in rural or remote location.

Additional application marks

The WA BPT Networks, including the WA RPTP – BPT AIM are committed to supporting Aboriginal and Torres Strait Islander medical practitioners. Applicants who identify as Aboriginal and Torres Strait Islander* are eligible for additional assessment points.

**An Aboriginal or Torres Strait Islander is a person of Aboriginal or Torres Strait Islander descent who identifies as an Aboriginal or Torres Strait Islander and is accepted as such by the community in which they live.*

For 2026 selection to training, the following additional marks are available:

- Candidates who identify as Aboriginal and /or Torres Strait Islander – 7 marks.

Interview

Interviews are scheduled to be held on **Friday 22 August 2025** (*this may be subject to change*). Shortlisted applicants will be notified of an interview invitation via email by 12 August 2025. Be sure to check your junk mail as emails may go there.

The interview process will follow a multiple mini-interview (MMI) format, with each applicant progressing through five interview stations. Standardised interview questions, developed by the Selection Panel, will assess professional attributes, competencies, and medical knowledge. Applicants invited for interviews are requested to respect the confidentiality of this process and not share interview information.

A total number of 50 marks are available for the interview process.

Evidence	Selection Criteria Assessed	Marks
Response to Interview component – MMI station	Selection Criteria 1 – 7	Available marks: 10 per station. There are 5 MMI stations.

Final assessment

The final assessment of applicants is based on a combined score from the written application and interview process, with a total possible score of 100 marks.

- Written Application Score: Up to 50 marks, assessed against the selection criteria.
- Interview Score: Up to 50 marks, assessed through a Multiple Mini-Interview (MMI) format, with each of the five stations allocated up to 10 marks.

The total score (written application + interview) will be used to determine the final ranking of applicants. Offers will be made based on this final assessment, subject to available training positions and program eligibility requirements.

Notification to unsuccessful applicants

At the conclusion of the assessment process, applicants who are not successful in securing a Basic Physician Training position will be notified via email through MedCareersWA.

Feedback on your application is available upon request and must be sought within five (5) days of receiving the outcome notification. Your notification email will include the contact details of a nominated Selection Panel member who reviewed your application and can provide feedback.

Applicants who are not offered a training position but meet the eligibility criteria for employment as a Resident Medical Officer (RMO) or Service Medical Registrar will retain their employment offer with WACHS.

Offers for positions

Offers will be made to candidates who are successful in the training selection process, subject to securing a Resident or Registrar employment position within WACHS. All offers will be sent to the email address in your MedCareersWA profile. You will have five business days to respond and accept or decline your offer via MedCareersWA. You can check the status of your application and view and respond to offers online.

Progression on the Pathway is subject to satisfactory completion of RACP BPT AIM rotations, training requirements, and examinations. Successful applicants will commence their placement on the WA Rural Physician Training Pathway - BPT AIM in accordance with the RMO or Registrar 2026 [training year calendar](#).

IMPORTANT NOTE

Successful applicants will be offered a training placement on the Pathway.

Please note that this selection is for training purposes only and does not constitute an offer of employment.

Application & selection process for CONTINUING TRAINEES - within the same Network

Application

Candidates must meet the RACP BPT criteria to be eligible to apply. Applications for training are a separate process to applications for employment. Applications to continue in Basic Physician Training (Adult Internal Medicine) will be advertised internally on MedCareersWA. You will be contacted via email with a link to the Advertisement.

In accordance with the RACP Selection into Training policy, continuation in BPT and progression to year 2 / 3 of BPT will be supported where a current trainee:

- is eligible to apply for BPT,
- applies to continue BPT in their current BPT Network,
- is progressing satisfactorily through the program based on term assessments and performance review by the DPE.

Continuing trainees applying through this application process, must hold an employment contract or have submitted an eligible application with a preferred WACHS accredited training setting for a minimum of 12 months in 2026. Candidates must provide the details of their employment or application for employment in their BPT application.

Required Documentation

For the 2026 Selection to Training process, a continuing trainee will only need to submit the following documentation in their application:

- Professional development plan
- Statement of achievements and career plan
- Record of attendance at educational activities

Interviews

Current trainees who are applying to continue training in 2026 with their current BPT Network will not be required to undergo a formal interview to progress to BPT 2 if the BPT Network DPE has assessed their training progress as satisfactory.

A continuing trainee will be interviewed if:

- The trainee is not progressing satisfactorily through training. (NB: If you are not progressing satisfactorily, you will be advised of this by your DPE/Network DPE)
- The trainee has been practicing interstate or internationally for the preceding 12-month period.
- The trainee is returning from an interruption of training that was not supported or registered by the BPT Network DPE.
- The trainee is returning from an interruption of training for 12-months or more. It is expected that this will be discussed with your Network DPE.

Application & selection process for CONTINUING TRAINEES - changing Network

This application process is intended for new entrants to the WA RPTP. If you are currently training within another accredited BPT Network and wish to transfer, please first discuss your intentions with your current DPE and the WA RPTP Network Co-Directors Physician Education. If approved, you will be required to submit a full application and participate in a re-interview process.

2026 Rotations and preferencing

The WACHS Network Co-Directors Physician Education (NDPE) will work closely with successful applicants to discuss their training preferences, individual requirements, and long-term career goals to allocate suitable rotations. Each WACHS region and hospital offers a range of core and specialty rotations, which will be explored in consultation with the trainee.

The WA Rural Physician Training Pathway – BPT AIM provides a structured, well-defined, and supported route to fulfilling RACP Basic Physician Training requirements, with most of the training time spent in rural Western Australia.

Please note that successful candidates will be required to relocate for metro training time and may be required to relocate between accredited WACHS training settings to meet RACP training requirements.

Contact details

If you have further questions about the selection process, please contact the Network Co-Directors Physician Education or the Network Training Program Coordinator via the contact details below.

- **Network Co-Directors Physician Education** – Dr Lloyd Nash and Dr Lee Fairhead
- **Network Training Program Coordinator** – Priya Krishna
- **WA Rural Physician Training Pathway**
 - Phone: (08) 6391 0633
 - Email: WACHS.BPT@health.wa.gov.au

Frequently asked questions – WA Rural Physician Training Pathway

What if I do not meet the eligibility requirements for the WA Rural Physician Training Pathway (WA RPTP)?

If you do not currently meet the eligibility criteria for the WA RPTP – BPT AIM, you are encouraged to reapply in future years once all requirements have been met.

What if I am unsuccessful in gaining a WA RPTP – BPT AIM position, but suitable for employment as a Service Medical Registrar or Resident Medical Officer at WACHS?

If you are deemed suitable for employment as a Service Medical Registrar or Resident Medical Officer within WACHS but are not selected for a training position on the Pathway, your employment offer will remain valid.

I am a current BPT AIM trainee with another Network. Can I apply for the WA RPTP?

This application process is intended for new entrants to the WA Rural Physician Training Pathway. If you are currently training within another accredited BPT Network and wish to transfer, please first discuss your intentions with your current Director Physician Education (DPE) and the WA RPTP Network Co-Directors Physician Education. If approved, you will be required to submit a full application and participate in a re-interview process.

I am a current WA RPTP – BPT AIM trainee. Do I need to reapply for training each year?

Yes. Current WA RPTP – BPT AIM trainees are required to:

- Maintain or secure an employment contract with an accredited WACHS training setting for the upcoming training year.
- Submit a continuing trainee application through the selection process. This is a shortened version of the full application.

If you are transitioning to your linked metropolitan training setting, you must:

- Apply separately for employment with the relevant metropolitan hospital.
- Submit a continuing trainee application via the Centralised BPT selection process.

Can I defer my training offer?

If you are offered a place on the WA RPTP – BPT AIM but are unable to commence due to personal or professional circumstances, you may request to defer your offer for up to 12 months. Deferral requests must be discussed with your Network Director Physician Education (DPE) and submitted in writing, outlining the reason for the deferral and your anticipated return date.

Will I still be considered for WA RPTP - BPT AIM if I decline my RMO or SMR offer, withdraw, don't sign my contract, or resign before starting?

No. Your BPT application is only valid if it is linked to a confirmed employment application or contract. Offers for a training position through the WA Rural Physician Training Pathway – BPT AIM are conditional on securing employment at an accredited WACHS training setting.

It is your responsibility to ensure you hold and maintain a valid employment contract with an accredited WACHS setting for the entire duration of your training in the WACHS BPT Network.