

National Recruitment to Psychiatry 2012



Shortlisting framework for scoring Core Training Level 1 (CT1) Application Forms

Shortlisting Process

The College has produced a shortlisting system based on recognised good practice. All eligible applicants will have their application forms scored independently by two trained assessors to the agreed scoring framework set out below. Shortlisting will only be used if the number of applications significantly exceeds the interview capacity available at deaneries.

Shortlisting Outcome

A minimum of 20 points in total is required to be shortlisted. Interviews are offered by each deanery subject to capacity by way of competitive ranking. Being shortlisted does not guarantee an offer of interview.

Scoring

| Additional Undergraduate Degrees and qualifications (5% of total score) | |
|---|---|
| Score | Scoring criteria |
| 2 | MB with honours, or Intercolated BSc with 1 st class honours |
| 1 | Intercolated BSc, BMSci |
| 0 | Unclassified degree, no prizes or honours |

| Postgraduate Degrees and qualifications (5% of total score) | |
|---|---|
| Score | Scoring criteria |
| 2 | PhD on a relevant topic; research-based or taught MD |
| 1 | Other relevant evidence of merit, e.g. MRCP or MRCPGP |
| 0 | No postgraduate qualification |

| Prizes, awards and other distinctions (5% of total score) | |
|---|--|
| Score | Scoring criteria |
| 2 | More than one undergraduate or postgraduate prize, award, or distinction |
| 1 | One undergraduate or postgraduate prize, award, or distinction |
| 0 | No prizes or distinctions |

| Achievements outside medicine (the relevance of the achievement to the application must be made clear) (10% of total score) | |
|---|--|
| Score | Scoring criteria |
| 4 | One or more truly outstanding achievements, on a scale beyond the capability of most people, utilising many relevant skills and qualities |
| 3 | One or more outstanding achievements, on a scale that many people could achieve if so motivated, utilising many relevant skills and qualities |
| 2 | One or more worthwhile achievements utilising many relevant skills and qualities on a scale that many people could achieve if motivated |
| 1 | One or more worthwhile achievements utilising some of the relevant skills and qualities, but with little explanation of learning and development or relevance to the specialty |
| 0 | Statement of achievement by title alone; irrelevant statements; blank box |

| Presentations (12.5% of total score) | |
|---|---|
| Score | Scoring criteria |
| 5 | International presentation |
| 4 | International meeting poster |
| 4 | National presentation |
| 3 | National meeting poster |
| 3 | Regional presentation – the candidate should indicate that this is truly a regional meeting e.g. College divisional meeting or equivalent where a submission for acceptance may have been made and not what may be a local style meeting that is because of the small size of the specialty held at a regional base |
| 2 | Regional meeting poster - the candidate should indicate that this is truly a regional meeting e.g. College divisional meeting or equivalent where a submission for acceptance may have been made and not what may be a local style meeting that is because of the small size of the specialty held at a regional base |
| 1 | Local presentation(s), within trainees own workplace |
| 0 | No presentations |

| Publications and/or Research Activity (12.5% of total score) | |
|---|---|
| Score | Scoring criteria |
| 5 | First to third, or last author of more than one peer-reviewed publication |
| 4 | First to third, or last author of one peer-reviewed publication |
| 3 | One named author (any rank) of a publication; author of published case report |
| 2 | Letter published |
| 1 | E-letter published or clear evidence of research activity as yet unpublished |
| 0 | No publications |

| Teaching experience (10% of total score) | |
|---|---|
| Score | Scoring criteria |
| 4 | Actively engaged in teaching of different groups and has teaching qualification |
| 3 | Actively engaged in teaching of different groups and has undertaken formal training in teaching |
| 2 | Actively engaged in teaching of different groups |
| 1 | Teaching experience that every doctor might be expected to have, directed at junior colleagues and medical students |
| 0 | No teaching experience |

| Clinical audit (12.5% of total score) | |
|--|---|
| Score | Scoring criteria |
| 5 | Has completed audit cycle and described service change |
| 4 | Has completed audit cycle |
| 3 | Has presented results of audit at departmental or educational meeting |
| 2 | Involved in audit but cycle not completed |
| 1 | Token involvement in audit |
| 0 | No audit activity |

| Commitment to Specialty (1 & 2) (20% of total score) | |
|---|--|
| Score | Scoring criteria |
| 8 | Clear understanding both of self based on good evidence, and of what the specialty involves based on extensive exploration; clear reasoning |
| 6 | Clear description of self but only limited evidence, and knows what specialty involves; reports reasonable enquiry into specialty; clear reasoning |
| 4 | Some account of self but no evidence given; knows what specialty involves; reasonable evidence of enquiry into specialty; clear reasoning |
| 3 | Limited understanding of self, no use of feedback; limited understanding of specialty, having made some enquiries; poor reasoning |
| 2 | No mention of own attributes; limited understanding of specialty, little or no effort to find out about it; inadequate reasoning |
| 1 | No valid reasons given |
| 0 | Incomprehensible |

| Management, leadership, team working and communication skills (7.5% of total score) | |
|--|---|
| Score | Scoring criteria |
| 3 | Displays genuine understanding by way of learning e.g. study toward higher degree or having a significant managerial role or responsibility |
| 2 | Displays genuine involvement e.g. being part of service working group |
| 1 | Displays some knowledge, interest or activity e.g. course attendance, acting as representative in management forum |
| 0 | Answer displays no knowledge or activity |

Summary

| | Question | Max points | Share of total score per shortlister |
|----------------------------------|---|-------------------|---|
| 1 | Additional undergrad degrees & qualifications | 2 | 5 % |
| 2 | Postgraduate degrees and qualifications | 2 | 5% |
| 3 | Prizes, awards and other distinctions | 2 | 5% |
| 4 | Achievements outside medicine | 4 | 10% |
| 5 | Presentations | 5 | 12.5% |
| 6 | Publications | 5 | 12.5% |
| 7 | Teaching experience | 4 | 10% |
| 8 | Clinical audit | 5 | 12.5% |
| 9 | Commitment to Specialty (1 & 2) | 8 | 20% |
| 10 | Management, leadership, team working and communication skills | 3 | 7.5% |
| Max score per shortlister | | 40 | 100% |
| Max score per application | | 80 | |

Shortlist threshold per application 20 points (25% of total available)