

Applying to ST4 Psychiatry for August 2021 start dates



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2021 recruitment

- Recruitment to ST4 Psychiatry for August 2021 will be very similar to the process for February 2021
- Based on previous face to face interview framework
- Single application
 - All available ST4 Psychiatry posts in England, Scotland and Wales across the six single specialties and seven dual specialties will be available for you to preference.
- There are three elements to the selection process
 - Verified self-assessment score
 - Online generic interview
 - Adjusted CASC exam score
- You can apply subject to passing full MRCPsych (more on this later)
- No distinction will be made between current Core Psychiatry Trainees.

Anticipated Posts



Health Education England

- One application for all higher Psychiatry training posts in England, Scotland and Wales
- There are usually more posts than applicants, but certain specialties/locations are more competitive than others.

Single Specialties

- Child & Adolescent Psychiatry
- Forensic Psychiatry
- General Adult Psychiatry
- Medical Psychotherapy
- Old Age Psychiatry
- Psychiatry of Intellectual Disability

Dual Specialties

- Dual Child & Adolescent Psychiatry/Medical Psychotherapy
- Dual Forensic/Medical Psychotherapy
- Dual General Adult/Forensic
- Dual General Adult/Medical Psychotherapy
- Dual General Adult/Old Age
- Dual Psychiatry of Learning Disability/CAMHS
- Dual Forensic/Child & Adolescent Psychiatry

Eligibility Requirements

Applicants need

- to be on track to have 36 months' experience in psychiatry by August 2021 (unless you count previous experience in Broad Based Training or via the Accreditation of Transfer of Competence Framework – more info about both of these in our applicants' guide)
- To be able to demonstrate Core Psychiatry Training competences by the start date of the post
 - If you are a current UK Core Psychiatry Training, you need to provide details of your training programme in the application form
 - If you have previously completed UK Core Psychiatry Training, you need to provide your ARCP for completion of CT3 as evidence
 - If neither of the above apply, you can get your supervisor to sign off a Certificate C for you to demonstrate equivalence to Core Psychiatry Training (available on our website) and attach it as evidence to your application form
- Full MRCPsych by the start date of the post

MRCPPsych & Eligibility

- You can apply without having full MRCPPsych at the time of application.
- You cannot start ST4 Psychiatry without full MRCPPsych.
- If you do not currently have CASC, then you will need to confirm to us that you will be sitting CASC in January 2021.
- If you do not currently have Paper A (next diet – June 2021) or Paper B (next diet – March 2021), then you will need to confirm to us that you will register to sit them in these diets.
- If you are sitting Paper A or Paper B in June or March, your offer will be made subject to you passing Paper A and/or Paper B.
- Applicants who already have full MRCPPsych will be invited to interview in January 2021.
- Interviews for applicants yet to pass CASC will take place in early March 2021.
- All offers will be made at the same time, and when you passed CASC, or obtained full MRCPPsych will have no bearing on your interview rank.

How to Apply

- All applications must be submitted via Oriel (<https://new.oriel.nhs.uk/web/>)
- This is the new version of Oriel and so you will need to register for an account before you can submit an application.
- You must apply between 10am this morning and 4pm UK Time on Thursday 17th December 2020.
- Aim to submit your application well before the closing date. Late or incomplete applications will not be accepted.

Online Application

- The application form will ask for:
 - Personal Information
 - Qualification and Employment Details including your MRCPsych status
 - Referee Details
 - Your self-assessment scores
- There are no 'white space box' questions.
- Depending on your circumstances, you may need to provide supporting information. The application form should prompt you if you need to attach evidence.
- Your application will be longlisted to check that you meet the relevant entry criteria – it will not be shortlisted.
- During the longlisting period you may be contacted by the Psychiatry National Recruitment Office via the Oriel system to provide further information or evidence. Please regularly check your Oriel account for updates.
- At the end of the longlisting process, all eligible applicants will receive a message to their accounts/email to confirm their application has been successfully longlisted.

Selection Process Overview

Area	Percentage of Overall Score	Appointability
Verified Self-Assessment Score	17.5%	No minimum score required
Online Interview	32.5%	At least 50% overall, and a minimum of 6/20 on both Part A and Part B.
CASC exam score (adjusted to be comparable between diets)	50%	No minimum score required. All applicants score a minimum of 50% for this element.

Self Assessment Domains

Health Education England

There are 10 domains

- 1 - Undergraduate Training - Additional Degrees
- 2 - Undergraduate Training - Prizes and Awards
- 3 - Postgraduate Medical Qualifications
- 4 - Postgraduate Training - Prizes and Awards
- 5 - Postgraduate Training in other specialties (7 working years)
- 6 - Clinical Governance, Audit and Quality Improvement (6 working years)
- 7 – Research
- 8 – Teaching
- 9 - Academic Publications
- 10 - Presentations and Poster Presentations (6 working years)

Domains 5, 6 and 10 are time limited. If you have had a career break or worked less than full time, then you will need to provide a summary of your employment history so that we can see your evidence falls within the equivalent time period.

Domain 6

Domain	Descriptors	Scores	Evidence Required
Domain 6 Clinical Governance, Audit and Quality Improvement as a postgraduate in the last six working years	By December 2020, I have completed a quality improvement project (QIP) or complete audit cycle (i.e. first audit/project, action plan and re-audit/assessment to quantify impact of intervention) which has resulted in national change.	5	A summary (e.g PowerPoint presentation) covering first QIP/audit, action plan, evaluations/re-audit/assessment to quantify impact of intervention, led by yourself and dates QIP/audit undertaken.
	By December 2020, I have completed a quality improvement project (QIP) or complete audit cycle (i.e. first audit/project, action plan and re-audit/assessment to quantify impact of intervention) which has resulted in regional change.	4	Involvement in the QIP/audit e.g. email acknowledgement of registration of QIP/audit with Clinical Governance team or response from QIP/audit lead.
	By December 2020, I have completed a quality improvement project (QIP) or complete audit cycle (i.e. first audit/project, action plan and re-audit/assessment to quantify impact of intervention) which has resulted in local change.	3	Written confirmation (signed headed letter) from Educational supervisor or Audit lead for local, regional or national impact.
	By December 2020, I have completed a quality improvement project (QIP) or complete audit cycle (i.e. first audit/project, action plan and re-audit/assessment to quantify impact of intervention) but I cannot evidence any resultant change.	2	
	I have not participated in an audit or Quality Improvement project	0	N/A

Self-Assessment Evidence



Health Education England

- The scores you award yourself in each domain of the ST4 Psychiatry self-assessment in the application form will be verified by an assessor.
- Please make sure you score yourself accurately at the time of application. It is strongly suggested that you read our instructions in full before submitting your application form. You can find the instructions here:
https://www.nwpgmd.nhs.uk/st4_psy_train_current_record.
- You will need to upload the evidence for each domain where you have scored yourself greater than zero between 3rd and 17th February 2021 via <https://sa-verification.hee.nhs.uk/login-page>. You may also need to provide a summary of your employment history including any gaps or periods of working less than full time.
- You need to make it as easy as possible for assessors to interpret your evidence.
- This means you should go for quality over quantity when providing evidence.
- For example, if you are first author in 10 peer-reviewed publications as a postgraduate, please pick the two you are most proud of and upload evidence for them. Full marks are awarded for *more than one* first author postgraduate peer-reviewed publication, so we do not need to see every publication.

Online Interview

- With your invitation to interview, you will receive a guide of what to expect / practical considerations
- 15-minute interview held over MS Teams
- 2 assessors and potentially a lay representative
- 2 scenarios published in advance of interviews via https://www.nwpgmd.nhs.uk/st4_psy_train_current_record
- You will spend 6 minutes on each scenario.
- You should expect to be prompted / asked probing questions.
- Do not script your response or be heavily reliant on notes
- There is also a score awarded for communication – though the assessors are briefed to bear in mind that body language etc may be harder to read virtually particularly if there are technical issues.
- The online interview has been designed to
 - Allow you to demonstrate your knowledge of core skills and attributes relevant to ST4 Psychiatry
 - Provide a standardised interview process for all applicants, regardless of which ST4 Psychiatry specialties you wish to be considered for
- It is a generic interview, but you can use specialty-specific examples if you wish.

Adjusted CASC Score

- CASC exam scores have been adjusted to be comparable between diets and between days within specific diets.
- We will use a pass mark of 50% for the recruitment process. This means that we expect all applicants' adjusted CASC scores will be lower than their original CASC mark.
- For example, if the pass mark on the day you took CASC was 62.2% and you scored 62.2%, then your adjusted CASC would be 50%.
- If you have your CASC score at the time of application, you'll need to upload evidence of your result to Oriel when applying.
- If you are sitting CASC in January, we will ask you to provide proof of passing later on.

Offers

- Applicants will have the opportunity to rank all available training posts in order of preference from 24th February 2021.
- Initial offers will be made during week commencing 29th March 2021 and applicants will have 48 hours (excluding weekends/bank holidays) to respond to offers.
- You can accept, decline or hold your offer. The hold deadline is 1pm on 28th April 2021.
- After initial offers are made, they will be 'recycled' every 48 hours (excluding weekends) until all posts have been allocated. Applicants will have the opportunity to update their preferred posts between each cycle of offers.
- If you reject an offer, this has no bearing on any future applications you may make.
- If you want to defer your start date, you can do so on statutory grounds only.

Key Dates

Round 2, August 2021 Intake

Application Window	Between Thursday 26 th November and Thursday 17 th December 2020 (4pm UK Time)
Self-Assessment Evidence Upload Window	Between Wednesday 3 rd February 2021 – Wednesday 17 th February 2021 (TBC)
Interviews	19 th , 20 th and 22 nd January 2021 3 rd and 4 th March 2021
Preferencing Window	From 24 th February 2021 until w/c 22 nd March 2021. Preferences re-open between offers cycles.
Initial Offers Released	Week commencing 29 th March 2021, TBC
Anticipated Start Date	Wednesday 4 th August 2021

There's an opportunity to ask questions later on.

If you would rather email your query, please contact us via

Psychiatryrecruitment.nw@hee.nhs.uk