

Following the two live webinars that were held on the 15th and 22nd October regards the plans for National Recruitment for August/September 2021 posts, we have put together a Q&A document, to try and capture the huge number of questions received on the night. We hope that this (alongside the recordings and the forthcoming full applicant guide) will give our prospective paediatricians of the future the information they need to set themselves up for a successful application this year!

<p>Plan A & Plan B for 2021, in light of COVID</p> <p>When might a decision be made to switch from Plan A to Plan B?</p>	<p>The decision to move from plan A to plan B will be made as early as possible and will be a joint decision by the RCPCH, PaedsNRO and MDRS (Medical & Dental Recruitment and Selection). With plan B being scored on the basis of the MSRA and Application form, disruption to applicants should be relatively unaffected if a switch takes place.</p>
<p>Shortlisting/Application form scoring</p> <p>Could you please elaborate on the format of the 'shortlisting' format please? Do you mean personal statement or whitespace?</p> <p>When will you be releasing the shortlisting criteria and is there information on what will score you points in the shortlisting section?</p> <p>Will there be a limit to what people can put in the applications form?</p> <p>How will applicants need to approach the portfolio this year?</p>	<p>For the purposes of ST1 Paediatric National Recruitment 2021, shortlisting = the application form scoring framework applied to the white-space questions on the form. All successfully longlisted applications will be scored using this framework.</p> <p>N.B. This framework will only be used to shortlist applicants to decide who will be invited to interview in the unlikely event that the number of applicants successfully longlisted is greater than the capacity arranged for virtual interviews.*</p> <p>The shortlisting criteria can be viewed in the webinar broadcast on 22nd October and in the 'Paediatric National Recruitment Plans 2021' document on the ST1 applications webpage.</p> <p>The full Application form scoring framework is also now posted on the ST1 webpage, which details the scoring ranges for each area that will be assessed.</p> <p>There will be a word-count for each section that should allow for an appropriately comprehensive answer. Limit will be 400 words for all sections apart from 600 words for the Statement to support the application "<i>What makes you suited to a career in paediatrics?</i>")</p> <p>Elements usually assessed in the Portfolio interview station, will be covered in both the application form and career motivation part of the virtual interview.</p>

*Please see additional notes at end of document.

<p>The Portfolio was previously limited to 12 pages to avoid people being able to put in excessive amounts vs others who don't have as much – will a limited physical portfolio still be required?</p> <p>Are audits and publications are not needed for shortlisting (application scoring framework) anymore and will MRCPCH part 1,2 exams give points in ST1 application?</p> <p>And how will you assess reflective practice?</p>	<p>Applicants will not need to produce a physical portfolio (either to upload with their application or share with the assessors during the interview). However, applicants might find it helpful to put together a selected portfolio of relevant items so they already have a clear selection of relevant things in mind to help them complete the white-space answers that will be scored on the application form and to prepare for the interview.</p> <p>Applicants are required to provide evidence of their involvement in audit/QI and learning from it, as well as providing examples of their academic achievements as per the application scoring framework. In addition, applicants can earn up to three points for having passed parts of the MRCPCH exam. It will not be necessary for applicants to list publications and presentations as part of the application form this year.</p> <p>Reflection will be assessed in both the application form, with applicants being asked to reflect on their past experience of different areas in order to score highly. Reflection will also be assessed at the interview, with applicants asked to describe an event that has caused them to reflect and change their practice.</p>
<p>MSRA (Multi-Specialty Recruitment Assessment)</p> <p>When do applicants take the MSRA and is there a deadline by which it needs to be completed?</p> <p>Do we only get put through for the MSRA if we have been long-listed?</p> <p>How do we go about applying to the MSRA? Will applicants be sent invitations to the MSRA after application or do we have to book independently?</p> <p>Will we automatically be entered for the MSRA by putting in a Paeds application or do we have to apply for the exam separately?</p>	<p>Applicants will sit the MSRA between 28 January and 12 February 2021. Applicants who may be taking MRCPCH exams will therefore be able to book their MSRA around the AKP, FOP and TAS dates.</p> <p>Yes – all successfully longlisted applicants to paediatrics will sit the MSRA. Those who are not successfully longlisted, will not be included in any further parts of the recruitment process.</p> <p>If you have been successfully longlisted, you will receive an e-mail from the GPNRO* on 5th January 2021, inviting you to set up an account with Pearson Vue (who provide the test centres) and you will then be able to book your MSRA through that.</p> <p>As above, the MSRA will be booked after the application has been submitted, from 5th January 2021 and only once it has been confirmed that you have been successfully longlisted.</p>

*Please see additional notes at end of document.

<p>Do I need to submit my application as early as possible to make sure I get a place for the MSRA? I would like to submit in late November if I don't have to worry about availability.</p>	<p>No, the MSRA invites will all go out at the same time (5th January 2021) regardless of when you submit your application. Regards submitting in late November, we would still advise submitting as early as you can and not leave it to the last 48hrs of the application window, as lots of applicants leave it late and Oriel has a tendency to slow down with large volumes of people trying to submit at the same time.</p>
<p>Will we get funding for the MSRA as it isn't something we would normally do?</p>	<p>There is cost borne by the applicant for the assessment.</p>
<p>As a lot of specialties are using the MSRA exam now, will there be enough capacity for everyone to sit it or are there limited spaces?</p>	<p>We've been reassured that enough capacity has been made available for all specialties using the MSRA this year. All applicants will be sent their invites on the same day but you'll have the most choice of dates, if you get in and book early, as it will be on a first come, first served basis.</p>
<p>If I'm applying from overseas or in lockdown/shielding/self-isolating at home, will I be able to take the MSRA remotely?</p>	<p>Yes, there will also be significant capacity for applicants to take the MSRA remotely, from home. Any such arrangements should be made via the GPNRO, as soon as you have been invited to sit the MSRA from 5th January 2021.</p>
<p>What if e.g. COVID concerns come up last minute and your in-person Pearson Vue booking is cancelled a day or a few days before - will they be able to offer you a remote sitting at such short notice? What if this means we cannot sit the MSRA?</p>	<p>Likewise, if it becomes impossible to attend your MSRA in person at a Pearson Vue centre, contact the GPNRO as early as possible and you should be able to arrange a remote session, providing you are well enough to take the exam. If you are not able to sit the exam, you will not be able to complete the recruitment process this year.</p>
<p>Is it the standard MSRA exam that the other specialties use or another one for just paediatric trainees? If we are applying for both paediatrics and another specialty using the MSRA this year, will we have to sit it twice?</p>	<p>The MSRA is the same for all specialties, so you will be sitting the standard 2-part exam. As it's the same exam, you would therefore only need to sit it once, regardless of how many specialties you are applying for.</p>
<p>How will it be ensured that this application process doesn't disadvantage people who may have been out of practice with adult medicine in recent years?</p>	<p>We're certainly aware of this concern and would like to reiterate that we haven't taken the decision to use the MSRA as part of our recruitment process lightly. This is the principal reason for weighting* the MSRA as we have, so the majority of your overall score (70%) will come of your application form and interview. It does however allow ensure that all applicants can demonstrate clinical reasoning, governance and elements of communication skills that would otherwise not be evidenced.</p>

*Please see additional notes at end of document.

Person spec/Eligibility	
Is the person specification on the HEE website up to date?	As of 30 October 2020, the version on the HEE Specialty Training website, does still need to be updated to ensure wording around ST2 entry and fast-tracking is correct. The PaedsNRO team are doing their best to ensure it is corrected by the time adverts are available on 2 November 2020. In the meantime, the version on the RCPCH webpage is fully up-to-date: https://www.rcpch.ac.uk/sites/default/files/2020-10/paediatrics_st1_st2_2021.pdf
Is it compulsory or desirable to have a Paediatric Advanced Life Support certificate, APLS, EPALS or alternative prior to applications?	All such courses have been removed from person specs for all specialties, so as not to disadvantage applicants who have not been able to attend them during the COVID-19 pandemic. All such courses will be picked up with supervisors at your deanery when you start your post, if any are outstanding.
Can the CREST form be signed by two consultants in one form and is it valid if signed by a non-UK consultant?	It is only possible to submit a single form from one signatory, with all parts completed. It is no longer possible to submit multiple forms. Non-UK consultants can sign the form but full details of the regulatory body to which they are affiliated must be provided by the applicant, along with an institution stamp for example.
Is CREST form 2019-2020 valid if I had it signed from a UK consultant or do does the new CREST 2020-2021 have to be signed as well? For those of us uploading a CREST form, would there be a place to upload on the new Oriel?	It must be the 2021 version of the form that is submitted – previous versions will not be accepted.
Can I apply before I have full GMC registration and sign that I will have the registration before the job start date?	GMC registration if not required at the point of application but must be in place before starting your post. As such, we recommend that you start the registration process as early as possible, particularly in light of delays to PLAB etc due to COVID.
Will it be possible to do an accelerated ST1/ST2 for those with previous paediatrics experience?	Yes, you can be fast-tracked through training if you have previous experience and can evidence 12 months or more in paediatrics posts (outside of Foundation or equivalent) that will be complete by the start of your post, on your application form. Confirmation of fast-tracking will be made with your supervisor after starting training, via the ARCP process.*
Is there an option for deferring? i.e. to delay the start of ST1 due to maternity leave etc?	Deferral is currently possible for statutory reasons only (such as maternity leave) but not for any other reasons. We know that this is something applicants to Paediatrics are interested in but are also aware of the disruption to rotas it has caused in some other specialties, so it is not available currently.

*Please see additional notes at end of document.

<p>When do we specify LTFT requests? At what stage of the application stage is this assessed and how?</p> <p>If you have previously declined an ST1 offer in Paediatrics, will that affect future applications?</p> <p>Can I apply for both ST1 and ST3/ST4 posts?</p> <p>Will there be any option for reasonable adjustments (for dyslexia etc) in the MSRA, like in MRCPCH exams? How do we apply for this?</p> <p>Are there specific academic posts available at ST1 Level and how do you apply for them?</p>	<p>You can indicate your wish to work LTFT on your written application and arrangements will be confirmed with your employing deanery, when you have been appointed to a post.</p> <p>There are no restrictions on applying more than once, unless there are issues of eligibility.</p> <p>Yes – provided you meet the eligibility criteria for each level, there is no restriction.</p> <p>If you require any adjustments (e.g. wheelchair access, extra time, nursing mothers) for the MSRA or interview, you must note this on the application form where directed. Any requests for reasonable adjustments for the MSRA will be passed on to the GPNRO by the PaedsNRO after longlisting. The GPNRO will subsequently contact applicants to arrange any reasonable adjustments as appropriate.</p> <p>Yes, there are academic posts in paediatrics, depending on what each Deanery can provide, so there will be variance across the UK. Unfortunately, ACF places have decreased in number in some areas. These posts are recruited to separately to the posts advertised in the ST1 Paediatric vacancy. Applications for these Academic posts are also done via Oriel and are administered by the NIHR.*</p> <p>N.B. Anyone applying for academic posts must also still apply to the standard ST1 Paediatric vacancy though, as this process is used as a benchmarking exercise alongside the NIHR recruitment. It is up to the applicant if they wish to apply for (non-academic) posts in this vacancy as well (i.e. preferences could be left blank).</p>
<p>Overseas applicants</p> <p>What are the chances of getting a paediatric ST1 post for an IMG doctor who is presently working in the Emergency department in a non-trainee post?</p> <p>How will applications/MSRA/interviews work for those working overseas etc? How this will make it fair compared to those who are based in the UK at present?</p>	<p>Provided you are able to meet all the basic eligibility criteria in the person specification, an IMG doctor based in or outside the UK, should be able to apply competitively with anyone else at ST1. As with all applicants, demonstrating understanding of paediatrics and transferable skills is an important part of the recruitment process, so there should be good opportunity to do so from an Emergency post, along with any other previous clinical or non-clinical work.</p> <p>Everyone will be applying online through Oriel and, if longlisted successfully, receive a virtual interview. In addition, there will be ample opportunity for applicants to sit the MSRA remotely as well, so applicants should receive the exact same recruitment experience, regardless of where they are based during the process.</p>

*Please see additional notes at end of document.

<p>Oriel (2)</p> <p>Will the applications be on 'old' Oriel or "Oriel 2"?</p> <p>'New' Oriel ('Oriel 2) does not appear to have a pre-filled format of adding our work experience and all the other personal information as it was in the 'old' Oriel?</p> <p>Is there any way to see what the application form looks like before applications open?</p>	<p>Applications for National Paediatric recruitment 2021, will all be via the 'new' Oriel system. Please ensure you set up an account on this system, via this link as soon as possible: https://www.oriel.nhs.uk/Web/Account/LandingPage</p> <p>Unfortunately, personal information was not able to be pulled through from the 'old' Oriel system, so anyone applying this year will need to set up a new account (as above), even if they held one from previous years. Our advice would be to set up your account, as soon as possible, so you can start filling out the personal information and leave yourself more time to focus on the white-space answers, that will be scored, during the application window.</p> <p>Unfortunately, there is no way to view the applications form itself, before applications are opened on Oriel on 5 November 2020.</p>
<p>Posts and Preferences*</p> <p>When do you choose your preferences for regions? Is that at the same time you are applying through Oriel, or do you rank them later in the recruitment process?</p> <p>Do all deaneries across UK offer paediatrics?</p> <p>How do placements work? Do trainees get advance info of whether they will be working at a tertiary or district general hospital at ST1?</p> <p>Do you know whether the current COVID issues/arrangements across the country will have any bearing on the number of training places available? Essentially, will there ultimately be fewer training places or will it remain roughly the same?</p>	<p>There will be a separate preferencing window that will be open from 11th January 2021 to 11th April 2021. There should be advance notice of post numbers available on the RCPCH webpage, as soon as these have been received and collated by the PaedsNRO; hopefully before Christmas 2020. Applicants who are successfully longlisted can continue amending their preferences, throughout the window that closes on 11th April 2021.</p> <p>Yes – some will clearly have more posts than others but all regions across England, Northern Ireland, Scotland and Wales will be advertising posts.</p> <p>Paediatric training placements tend to rotate every six months during the earlier years, with trainees working in a mixture of centres. Every effort is made to ensure that rotations are kept in a geographically convenient radius. The preference on the Oriel system, should include at least the description of the places you will rotate through during your ST1 year. Some regions may be able to provide more.</p> <p>We are not expecting there to be any noticeable change in the number of paediatric posts that are advertised at ST1, ST3 or ST4 this year. As soon as post numbers are available, they will be posted to the RCPCH website (as well as being available via the Oriel preferencing once applications are open).</p>

*Please see additional notes at end of document.

<p>Are competition ratios available for individual deaneries from St1 applications from last year?</p>	<p>The competition ratios* are quite variable depending on where in the UK you are applying to work, London, Severn and Scotland tend to be regions which are usually most competitive. London does have a substantially larger number of posts than other regions though. Further details can be found on the RCPCH webpage.</p>
--	---

***Additional notes to accompany Q&A:**

Page 1: Application scoring used as shortlisting - our aim is to interview all eligible successfully longlisted applicants, as usual and there is currently sufficient interview capacity to allow for similar numbers to 2020, so the likelihood of having to use application scores to shortlist for interview should be slim.

Page 2: GPNRO and MSRA – GPNRO manage the MSRA for all specialties, so all correspondence regarding booking the MSRA (including reasonable adjustments, logistics, needing to sit remotely etc) will be with them and not the PaedsNRO.

Page 3: Weighting of parts of Recruitment process – for Plan A: MSRA 20%, Application form 30%, Interview 50%; Plan B: MSRA 40%, Application form 60%

Page 4: Fast-tracking – it should be noted that it is possible to fast-track through any stage of training, provided ARCPs are on track and both the trainee and supervisor(s) are in agreement.

Page 5: Academic recruitment – this is run by the National Institute for Health Research (NIHR) and takes place before National Recruitment Round 1. The dates for this year's applications are 1 October to 4 November 2020, with interviews taking place from 9 November 2020 to 15 January 2021.

Page 6: Preferences – the list of posts that can be ranked via the Oriel system for each region; some will be broken down to a sub-regional level (e.g. East Midlands North, East Midlands South), others will be listed by starting hospital location (e.g. South West Severn Bristol, South West Severn Taunton) and others will just be by region/deanery (e.g. Scotland South – 3 posts). For additional information regarding what regions offer, please see link on RCPCH website below.

Page 7: Competition ratios – as applicants can rank any or as many preferences as they want, it is difficult to calculate specifically; for further information, you could reach out to any of the regional contacts listed on the RCPCH regional webpage below.

Useful links:

Link to MSRA information: <https://gprecruitment.hee.nhs.uk/recruitment/applicant-guidance/msra>

HEE Specialty Training website: <https://gprecruitment.hee.nhs.uk/recruitment/applicant-guidance/msra>

NIHR for academic recruitment: <https://www.nihr.ac.uk/documents/nihr-academic-clinical-fellowships-medical-guidance-for-recruitment-and-appointment-2021/25736>

RCPCH list of regions: <https://www.rcpch.ac.uk/membership/regions>

*Please see additional notes at end of document.