

Paediatric ST3/ST4 Recruitment 2020-2021 Application Scoring Framework & Guidance

As part of the application form completed on Oriel, applicants will be required to complete a set of white-space answers, which will be scored by clinical assessors after the longlisting process, using the framework outlined below. The score will then be scaled to make up 50% of the overall recruitment score* that will determine the rankings from which offers will be made.

The assessors will have access to the relevant areas of the application form only, via the Oriel system and each application will be anonymised before access is given for scoring.

Applicants are advised to read the descriptors for each section carefully and focus on quality of answers and examples given in the white-space sections, rather than quantity of items referenced for each area of assessment.

The tables below outline the seven areas of assessment that need to be covered, detailing the questions that are asked in the application form and the scores that can be awarded, along with the corresponding indicators of the level of information and details of the sort of evidence that needs to be provided for each area.

The areas of assessment that must be covered are as follows:

1. Additional qualifications (Out of 3)
2. Clinical skills (Out of 4)
3. Quality Improvement Project (QIP)/Audit relevant to application level (Out of 4)
4. Leadership/management relevant to application level and experience of applicant (Out of 4)
5. Research/Academic achievements relevant to application level and experience of applicant (Out of 4)
6. Teaching relevant to application level and experience of applicant (Out of 5)
7. Statement to support application demonstrating suitability for a career in paediatrics (Out of 6)

Total score for application form white-space answers: **30**

*N.B. In the event of recruitment interviews not taking place, due to COVID restrictions, the application form score will make up 100% of the overall score.

Area of assessment	Indicators	Score
1. Additional qualifications <i>Question: Please list your additional qualifications</i>	No additional qualifications.	0
	Intercalated degree (1st or 2.1 min).	1
	Postgraduate diploma/Postgraduate certificate (1st or 2.1 min.)	2
	MA, MSc, PhD or MD.	3

Area of assessment	Indicators	Score
2. Clinical skills <i>Question: Provide examples of Clinical experience linking to a career in paediatrics relevant to application level and experience of applicant</i>	No evidence of specific neonatal or general paediatric competencies	0
	Examples with little relevance to the specialty and/or little attempt to explain relevance of clinical skills to Neonatology or general paediatrics.	1
	Examples limited in scope and/or somewhat vague/unspecific with limited/superficial attempt to link examples to neonatology and General Paediatrics. Describes generic skills but not clear of specific relevance.	2
	Some specific example of Neonatal and General Paediatric clinical skills, with relevance to specialty and own development clearly explained (e.g. content or transferable skills). Describes effectively the majority of neonatal, general paediatric or safeguarding competencies, sufficient to work on tier 2 rota.	3
	More than one specific and significant example of clinical skills, with relevance to specialty and own development clearly explained. Describes effectively all neonatal competencies of a new ST4. In addition, describes General Paediatrics and Safeguarding competencies.	4

Area of assessment	Indicators	Score
3. Quality Improvement Project (QIP)/Audit relevant to application level and experience of applicant <i>Question: Describe your involvement in audit/QI and your learning from this.</i>	No audit/QI undertaken.	0
	Participation in relevant clinical audit/QI (but did not design or lead audit).	1
	Evidence of having designed, led and presented a good quality audit/QI.	2
	Evidence of having presented a good quality audit/QI at a local meeting and participated in regular useful audits throughout training.	3
	Regular involvement in audit/QI, has completed a good quality full audit cycle/QI project and demonstrates clear reflection and learning.	4

Area of assessment	Indicators	Score
4. Leadership/management relevant to application level and experience of applicant <i>Question: Describe your involvement and learning in leadership/management and how this has helped you develop as a health professional.</i>	No experience of leadership/management.	0
	Involvement in rota organisation, coordinating shifts.	1
	Lead role as undergraduate/junior doctor in local organisations within university, medical school or department.	2
	Lead role as undergraduate/junior doctor at regional or national level with reflection.	3
	Lead role regionally or nationally at undergraduate or postgraduate level with well-described evidence of personal and professional development.	4

Area of assessment	Indicators	Score
5. Academic/Research achievements relevant to application level and experience of applicant <i>Question: Provide examples of your academic/research achievements at undergraduate or postgraduate level.</i>	No research or poor description of research.	0
	Describes superficial involvement in a research project leading to a local presentation.	1
	Good description of a research project with presentation at a regional meeting.	2
	Good description of research project with at least one of: National presentation or publication as co-author.	3
	Good description of research project with at least one of: Publication as first or last author or international presentation.	4

Area of assessment	Indicators	Score
6. Teaching relevant to application level and experience of applicant <i>Question: Describe your activities and learning related to teaching and education that you have helped to deliver.</i>	No description of delivering teaching.	0
	Description of participation in some local teaching.	1
	Evidence of having designed and led local teaching.	2
	Evidence of having designed and led teaching with some variation in style (e.g. bed-side, small group, practical skills, lectures, webinars).	3
	Evidence of having designed and led teaching, including evaluation with some variation in style (e.g. bed-side, small group, practical skills, lectures, webinars).	4
	Evidence of having designed and led a range of different teaching, including evaluation across a range of styles (e.g. bed-side, small group, practical skills, lectures, webinars).	5

Area of assessment	Indicators	Score
<p data-bbox="108 456 443 663">7. Statement to support application demonstrating suitability for a career in paediatrics and relevant to level of application and experience</p> <p data-bbox="108 703 443 842"><i>Question: What makes you suited to a career in paediatrics at the level you are applying?</i></p>	No statement.	0
	Statement, not specific to paediatrics without clear motivation or understanding of the specialty.	1
	Statement includes limited reference to paediatrics with some motivating factors but appears general and unfocussed.	2
	More focused motivation described using some specific examples, although somewhat limited in scope.	3
	Good - clearly described and focused motivating factors and experiences, relevant for paediatric and appropriate for this stage of training.	4
	Clear description of motivation and experience which shows good understanding of, and commitment to, the specialty, also demonstrating progression over their career.	5
	Excellent synthesis of description of personal attributes, progress and experience, incorporating motivation and understanding of specialty.	6