

Paediatric ST3/ST4 Recruitment 2022-2023 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 combined with the interview score to create an 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. Each form will be scored by two assessors.

Applicants are advised to read the descriptors for each section carefully and focus on quality and relevance of answers and examples given in these 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 evidence that should 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 5)
3. Clinical experience and reflection (Out of 4)
4. Quality Improvement Project (QIP)/Audit relevant to application level (Out of 4)
5. Leadership/management relevant to application level and experience of applicant (Out of 4)
6. Research/Academic achievements relevant to application level and experience of applicant (Out of 4)
7. Teaching relevant to application level and experience of applicant (Out of 5)
8. Statement to support application demonstrating suitability for a career in paediatrics (Out of 6)

Total score for application form white-space answers: **35**

Area of assessment	Indicators	Score
1. Additional qualifications <i>Question: Please list your additional qualifications</i>	No additional qualifications.	0
	Postgraduate diploma/Postgraduate certificate	1
	MA or MSc	2
	Research MD (University award – not training award) or PhD	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
	Some skills listed but with little relevance to paediatrics.	1
	Examples limited in scope and/or somewhat vague/unspecific with limited/superficial attempt to link examples to neonatology and General Paediatrics. Describes some generic skills but not clear of specific relevance.	2
	Some more specific example of clinical skills, with evidence of relevance to specialty but does not include neonatal as well as General Paediatric skills.	3
	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). Effectively describes the majority of neonatal, general paediatric or safeguarding competencies; sufficient to work safely as ST3/ST4.	4
	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 ST3/ST4. In addition, describes their achievement of General Paediatrics and Safeguarding competencies. Demonstrates their ability to work safely and efficiently as ST3/ST4.	5

Area of assessment	Indicators	Score
3. Clinical experience and reflection <i>Question: Reflect on your clinical experience and how it has prepared you for a career in paediatrics</i>	No relevant clinical experience.	0
	Some relevant experience but with little direct relevance to paediatrics and no evidence of reflection.	1
	Examples of experience but limited in scope and/or somewhat vague/unspecific with limited/superficial attempt to link examples to Paediatrics. Provides little evidence of reflection.	2
	Some specific examples of experience, demonstrating relevance to specialty and also to own development (e.g. content or transferable skills) with evidence of reflection.	3
	Examples of a range of experience referring clearly to the relevance to a career in paediatrics and reflection on how this has led to own development.	4

Area of assessment	Indicators	Score
4. 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 designed/led and presented a good quality audit/QI, with some evidence of shared learning and participated in regular useful audits throughout training.	3
	Regular involvement in audit/QI, has designed/led and presented a good quality audit /QI project and demonstrates clear reflection and shared learning/resulting in change in practice.	4

Area of assessment	Indicators	Score
5. 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 at local, regional or national level within university, medical school/department.	2
	Lead role as undergraduate/junior doctor at local, regional or national level, with demonstration of delivery/impact in role and evidence of reflection.	3
	Lead role as undergraduate/junior doctor at local, regional or national level, with demonstration of delivery/impact in role and well-described evidence of personal and professional development.	4

Area of assessment	Indicators	Score
6. 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, demonstrating significant contribution in recruitment/data collection and or data analysis.	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
7. Teaching relevant to application level and experience of applicant Question: Describe your activities and learning related to teaching and education that you have helped to deliver.	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
8. Statement to support application demonstrating suitability for a career in paediatrics and relevant to level of application and experience Question: What makes you suited to a career in paediatrics at the level you are applying?	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
	Statement shows clear description of motivation using more relevant examples, although understanding of paediatrics somewhat limited in scope.	3
	Statement includes clear reference to paediatrics describing detailed motivation and understanding of paediatrics.	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, understanding of specialty and consideration of future personal career progression.	6