

Paediatric ST1 Recruitment 2024-2025

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 nine 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 2)
2. Transferable Clinical skills (Out of 4)
3. Transferable Clinical experience and reflection (Out of 4)
4. Quality Improvement Project (QIP)/Audit relevant to application level and experience of applicant (Out of 3)
5. Leadership/management relevant to application level and experience of applicant (Out of 3)
6. 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 4)
8. Statement to support application demonstrating suitability for a career in paediatrics (Out of 6)

Total score for application form white-space answers: **30** (per assessor)

Area of assessment	Indicators	Score
1. Additional qualifications <i>Question: Please list your additional qualifications (mark allocated will be for highest achievement)</i>	No additional qualifications.	0
	Postgraduate diploma/Postgraduate certificate	1
	MA, MSc, PhD or MD	2

Area of assessment	Indicators	Score
2. Transferable Clinical skills <i>Question: Provide examples of transferable clinical skills that demonstrate your aptitude for a career in paediatrics.</i>	No relevant clinical skills.	0
	Some skills listed but with little relevance to paediatrics.	1
	Examples of skills but limited in scope and/or somewhat vague/unspecific with limited/superficial attempt to link examples to Paediatrics. Provides evidence of generic skills but not clear of relevance specifically to Paediatrics.	2
	Some specific example of clinical skills, with relevance to specialty and own development clearly explained (e.g. content or transferable skills).	3
	More than one specific and significant example of clinical skills, with relevance to specialty and own development clearly explained.	4

Area of assessment	Indicators	Score
3. Transferable 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 at local or regional meeting.	2
	Evidence of having designed, led and presented a good quality audit/QI at a local or regional meeting and participated in regular useful audits throughout training.	3

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 at local/regional/national level with reflection.	2
	Lead role at local/regional/national level with evidence of direct impact in role and reflection.	3

Area of assessment	Indicators	Score
6. Academic achievements relevant to application level and experience of applicant <i>Question: Provide examples of your academic achievements.</i>	No research or poor description of research.	0
	Good description of involvement in a research project.	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 <i>Question: Describe your activities and learning related to teaching and education that you have helped to deliver.</i>	No experience of delivering teaching.	0
	Very limited participation in some teaching.	1
	Evidence of significant contribution to delivery of teaching programme, with description of sessions delivered (but did not lead).	2
	Evidence of having designed and led teaching.	3
	Evidence of having designed and led teaching, including evaluation.	4
Area of assessment	Indicators	Score
8. Statement to support application demonstrating suitability for a career in paediatrics <i>Question: What makes you suited to a career in paediatrics?</i>	No statement.	0
	Statement, not specific to paediatrics without clear motivation or understanding of the specialty.	1
	Statement includes limited reference to paediatrics without clear motivation or understanding of the specialty.	2
	Statement includes some reference to paediatrics with some motivation and understanding of the specialty.	3
	Statement includes clear reference to paediatrics describing detailed motivation and understanding of paediatrics.	4
	Statement includes clear reference to paediatrics detailing motivation, understanding and describes personal attributes suitable for the specialty.	5
	Excellent synthesis of description of personal attributes, incorporating motivation and understanding of specialty and suitability for the role.	6