

Paediatric ST1 Recruitment 2025-2026

Application Scoring Framework & Guidance

As part of the application form completed on Oriel, applicants will be required to complete a set of answers, which will be scored by clinical assessors after the longlisting process, using the framework outlined below. The score will be used in the case of needing to ensure interview numbers are within the interview capacity for ST1.

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.

N.B. No physical documentation should be uploaded to Oriel as evidence to support any of the shortlisting answers. Scoring will be based purely on the written examples, that are input directly onto the Oriel application form. Where 'evidence' is mentioned in parts of the scoring indicators, this therefore refers to the information that is demonstrated through the written descriptions of these examples.

Applicants are advised to read the descriptors for each section carefully and focus on quality and relevance of answers and examples given, for each area of assessment.

The tables below outline the six areas of assessment that will 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. Transferable Clinical skills (Out of 5)
3. Transferable Clinical experience and reflection (Out of 5)
4. Quality Improvement Project (QIP)/Audit relevant to application level and experience of applicant (Out of 4)
5. 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 4)

Total score for application form: **25** (per assessor)

Area of assessment	Indicators	Score
1. Additional qualifications <i>Question: Please state your highest achieving qualification in line with the scoring framework</i>	No additional qualifications.	0
	Postgraduate diploma/Postgraduate certificate.	1
	Postgraduate (University awarded) MA or MSc.	2
	Research MD (University award – not training award) or PhD.	3

Oriel question/entry layout:

i. What is your additional qualification? (20 words max)

e.g. DCH

ii. Which of the following best describes your qualification?

Select from the drop-down menu:

- No qualification
- Postgraduate diploma
- Postgraduate certificate
- Postgraduate (University awarded) MA
- Postgraduate (University awarded) MSc
- Research MD (University award – not training award)
- PhD (University award – not training award)
- Other

ii. Further description of qualification if required ('Other') (50 words max)

Area of assessment	Indicators	Score
2. Transferable Clinical skills <i>Question: Using the boxes provided, please give up to five of your most significant and relevant examples of transferable clinical skills that you have gained, that demonstrate your understanding of and aptitude for a career in paediatrics.</i>	No evidence or generic description of example(s) with little relevance to a career in paediatrics and/or poor attempt to explain relevance of skills	0
	One clear example of activity and evidence of skills acquired, demonstrating some relevance to a career in paediatrics	1
	More than one clear example of activity and evidence of skills acquired, demonstrating some relevance to a career in paediatrics	2
	More than one clear example of activity and evidence of skills, demonstrating clear relevance and description of how it has prepared the applicant for a career in paediatrics	3
	At least three clear and distinctly different examples of activity and evidence of skills, demonstrating clear relevance and description of how it has prepared the applicant for a career in paediatrics	4
	All five are clear and distinctly different examples of activity and evidence of skills, demonstrating clear relevance and description of how it has prepared the applicant for a career in paediatrics	5

Oriel question/entry layout:

i. Description of clinical skill with explanation of relevance to paediatrics (50 words max)

e.g.

ii. Description of how this has prepared you for a career in paediatrics (50 words max)

e.g.

(Repeated x 5)

Area of assessment	Indicators	Score
3. Transferable Clinical experience and reflection <i>Question: Provide a list of up to 5 examples of clinical experiences with reflections to explain how they have prepared you for a career in paediatrics?</i>	No evidence or generic description of example with little relevance to a career in paediatrics and/or poor attempt to explain relevance	0
	One clear example of transferable experience, demonstrating some reflection and relevance to a career in paediatrics	1
	More than one clear example of transferable experience, demonstrating some reflection and relevance to a career in paediatrics	2
	More than one clear example of transferable experience, demonstrating clear reflection and relevance, with description of how they have prepared the applicant for a career in paediatrics	3
	At least three clear and distinctly different examples of transferable experience, demonstrating clear reflection and relevance, with description of how they have prepared the applicant for a career in paediatrics	4
	All five are clear and distinctly different examples of transferable experience, demonstrating clear reflection and relevance, with descriptions of how they have prepared the applicant for a career in paediatrics	5

Oriel question/entry layout:

i. Description of experience and explanation of relevance to paediatric application (50 words max)

e.g.

ii. What is your reflection on the experience and how it has prepared you for a career in paediatrics (50 words max)

e.g.

(Repeated x 5)

Area of assessment	Indicators	Score
4. Quality Improvement Project (QIP)/Audit relevant to application level and experience of applicant Question: Describe up to 2 projects that demonstrate your involvement in audit/QI and your learning from this. Marks will be awarded for the best example – i.e. the one that scores the highest according to the criteria.	No audit/QIP undertaken.	0
	Participation in relevant clinical audit/QIP but did not design or lead audit.	1
	Designed in relevant clinical audit/QIP but did not lead audit.	2
	Evidence of having designed, led and presented a good quality audit/QIP at meeting.	3
	Evidence of having designed, led and presented a good quality audit/QIP at meeting as well as description of a change in practice, as a result.	4

Oriel question/entry layout:

- i. Which of the following best describes your QI/Audit project?
Select from the drop-down menu:
 - Audit
 - QI project
 - QI project with multiple cycles

- ii. What was your involvement in the audit/QIP?
Select from the drop-down menu:
 - Some involvement in the audit/QIP but did not lead it
 - Designed the audit/QIP
 - Lead the audit/QIP
 - Lead the audit/QIP and presented the findings

- iii. Briefly describe exactly what your role involved in the audit/QIP project entailed. (e.g. recruiting participants, data collection, etc) (50 words max.)

- iv. Briefly describe how/where you presented the audit/QIP and any change in practice that happened as a result. (50 words max.)

(Repeated x 2)

Area of assessment	Indicators	Score
5. Research and academic achievements relevant to application level and experience of applicant Question: Provide a list of up to 2 examples of your research/academic achievements. Marks will be awarded for the best example – i.e. the one that scores the highest according to the criteria.	No example of or poor description of research/academic achievement.	0
	Good description of involvement in research/academic work.	1
	Good description of involvement in research/academic work with presentation at a regional meeting.	2
	Good description of involvement in research/academic work with at least one of: national presentation or publication as co-author.	3
	Good description of involvement in research/academic work with at least one of: national presentation or publication as first or last author.	4

Oriel question/entry layout:

- i. Give a brief description of the example of research/academic achievement (50 words max.)
- ii. Which of the following apply to the example of research/academic achievement you have chosen?
Select from the drop-down menu:
 - Some involvement in a research project/piece of academic work
 - Led on a research project/piece of academic work
 - Presented at regional meeting
 - National presentation
 - Co-author publication
 - Significant contribution to recruitment
 - Significant contribution to data collection
 - Significant contribution to data analysis
 - International presentation
- iii. Briefly describe the nature of your research project/academic work, your role and what your role involved. (50 words max.)

(Repeated x 2)

Area of assessment	Indicators	Score
6. Teaching relevant to application level and experience of applicant <i>Question: Describe up to 2 of the most significant/relevant examples of activities and learning related to teaching and education that you have helped been involved in.</i> <i>Marks will be awarded for the best example – i.e. the one that scores the highest according to the criteria.</i>	No experience of or poor explanation of involvement in teaching.	0
	Very limited participation in delivering 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

Oriel question/entry layout:

- i. Briefly describe your example of being involved in teaching. (50 words max.)
- ii. Which of the following describe your personal level of involvement in your example of teaching?
Select the relevant options from the drop-down menu:
 - No experience of delivering or organising teaching
 - Some participation in delivery of teaching
 - Significant contribution to delivery of teaching
 - Designed teaching
 - Led teaching
 - Evaluated
- iii. Briefly describe the exact nature of your involvement, including the actions and any evaluation that you carried out (50 words max.)

(Repeated x 2)