Specialty training at Level 1 - application guidance

Recruitment & Careers team
Most doctors enter paediatric training at Level 1, predominantly starting their posts at ST1 (in August or September). This is known as 'National Round 1'.

Applications for 2021-22 recruitment will be opening on 4 November 2021 at 10:00. For reference, you can find information on recruitment below, including the 2020-21 applicant guide and person specification. Further updated guidance will be added over the course of October.

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Post date
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National recruitment processes for 2022
Paediatric recruitment 2022

Recruitment for ST1 paediatrics will this year be composed of two scoring elements:

1. Application form (white-space questions): to cover Past achievements, Clinical experience, Career motivation, Transferable Skills, Governance
2. 30-minute virtual interview, one panel of four assessors/30-minute virtual with two x 15-minute stations, two panels of two assessors:* to cover Communications, Career motivation, Clinical reasoning, Reflective practice

(*A new online platform is currently under testing with the regional recruitment offices, that would be used in place of Microsoft Teams if confirmed as fit-for-purpose. If this new platform is used, specialties will have the option of running interviews with more than one panel – the exact format of the interviews will be confirmed as soon as testing has been completed.)

Note: We can confirm that Multi-Specialty Recruitment Assessment (MSRA) will not be used in the paediatric recruitment process for 2022.

The overall scores for each part will be combined into an overall recruitment score, with a final appointability threshold of 55% or more:

- Application form
- Interview

Note: Application scores will be used as a shortlisting tool if the number of eligible applicants (after longlisting) exceeds the interview capacity available across our virtual interview centres. This capacity will be confirmed in advance of the application window opening at the start of November 2021.
For further details of each part of the recruitment process, see:

- Paediatrics Level 1 Applicant Guidance August 2021 - download below
  (the revised version of this scoring framework will be uploaded at the start of October 2021)

**National round 1 paediatric recruitment timelines for 2022**

Timelines for Paediatric National Recruitment for level 1 entry posts, starting in August/September 2022 were as follows:

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vacancies published</td>
<td>Tuesday 2 November 2022</td>
</tr>
<tr>
<td>Applications open</td>
<td>Thursday 4 November 2021</td>
</tr>
<tr>
<td>Applications close</td>
<td>Wednesday 1 December 2021</td>
</tr>
<tr>
<td>Interview window</td>
<td>Between Tuesday 4 January to Friday 18 March 2022</td>
</tr>
<tr>
<td>Initial offers released</td>
<td>Thursday 24 March 2022</td>
</tr>
<tr>
<td>Hold deadline</td>
<td>Tuesday 5 April 2022</td>
</tr>
<tr>
<td>Upgrade deadline</td>
<td>Monday 11 April 2022</td>
</tr>
</tbody>
</table>

Due to the unique circumstances of the COVID-19 pandemic, there have been some delays in confirming recruitment processes for some specialties. The [HEE website](https://www.hee.nhs.uk) also provides general information on the impact of COVID-19 on national recruitment. It will also shortly be updated with the full timelines and 2022 specific guidance documents.

The paediatric level 1 applicant guide will be published here as soon as it has been fully updated. In the meantime, you can still refer to the 2020-2021 guide:

- Paediatrics Level 1 Applicant Guidance August 2021 - download below (if referring to the 2020-21 guide, please take into account the confirmed process for the 2022 paediatric recruitment process detailed above)
Note: We can confirm that Multi-Specialty Recruitment Assessment (MSRA) will not be used in the paediatric recruitment process for 2022.

Interview days for 2021

Interviews took place virtually, managed by the local teams, as follows. Exact Dates will be confirmed in November 2021:

<table>
<thead>
<tr>
<th>Lead centre</th>
<th>Interview days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thames Valley</td>
<td>TBC</td>
</tr>
<tr>
<td>West Midlands</td>
<td>TBC</td>
</tr>
<tr>
<td>North East</td>
<td>TBC</td>
</tr>
<tr>
<td>Scotland</td>
<td>TBC</td>
</tr>
<tr>
<td>Northern Ireland</td>
<td>TBC</td>
</tr>
</tbody>
</table>

Application webinar and other events

We will be running a webinar on Monday, 18 October, 18:30 - 19:30. This will outline the processes for 2022 and give prospective applicants the opportunity to ask a host of questions to our panel. Written responses to the Q&A will also be collated and uploaded to this page.

You will also be able to watch this webinar back after the event, along with all our careers webinars/workshops on our Careers in paediatrics playlist on YouTube.

Post numbers for 2022 recruitment

Note: The table below lists the current indicative post numbers for all UK regions and will be updated. Please note that there will be a separate preferencing window for applicants to rank their choices and preferencing will not take place during the application window. The preferencing window will likely be opened in January 2022, after longlisting has been completed.

<table>
<thead>
<tr>
<th>Region</th>
<th>Indicative Post Numbers</th>
</tr>
</thead>
</table>

### Past application numbers and competition ratio

In 2020, 712 applications were made for 461 posts overall across the UK. 645 applicants were invited to interview. The competition ratio for paediatric posts was therefore 1:40, equivalent to a little under 1.5 applicants for each post advertised.

Some regions do prove more popular than others. However, applicants can preference any or all of the preferences for any or all regions, so it is not possible to give an accurate competition ratio by region.

Both overall application numbers, and consequently also competition ratios, saw a considerable increase for the 2020 national recruitment round 1. Remaining unfilled posts were still re-advertised in the national round 1 re-advert.
Contact

For any queries, please contact PaedsNRO@hee.nhs.uk

External links

**HEE Specialty Recruitment** - all person specifications, including Paediatrics ST...

Downloads

- [Paediatrics Level 1 Applicant Guidance - Aug 2021 (updated guidance will be available this October)](#) 348.75 KB
- [ST1 Application Form Scoring Framework 2020-2021](#) 614.52 KB
- [Paediatrics Personal Specification 2021](#) 184.18 KB
- [Paediatrics ST1-ST2 August 2022 Timeline](#) 88.3 KB