Overview of Selection Process

Longlisting
- All specialties
- To ensure all who proceed meet the essential criteria on the person specification
- Uses application form

Shortlisting
- Neurosurgery and ST1 Cardiothoracic only (in 2018)
  Neurosurgery use MSRA in shortlisting process
- Others may shortlist if more applications are received than there are selection centre places available

Selection Centre Components
- Vary by specialty
<table>
<thead>
<tr>
<th>Specialty</th>
<th>Communication</th>
<th>Portfolio</th>
<th>Technical skills</th>
<th>Clinical</th>
<th>Management</th>
<th>Academic / Research</th>
<th>Structured questions</th>
<th>Audit</th>
<th>Career progression/development</th>
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Selected processes are marked in orange, and combined station processes are marked in green.

Combined station: General Surgery, Urology, T&O.

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Selection Centre Processes by Specialty

Notes

1. Please note that this diagram is only representative and should not be used as a basis for preparing for selection. Always check with your chosen Specialty for the latest recruitment and selection process details.

2. Cardiothoracic ST1 – shortlisting score also contributes to total selection centre score

3. Neurosurgery – includes patient and telephone communication stations
   – shortlisting score also contributes to total selection centre score

4. OMFS
   – “Other” station is a situational judgement test

5. Paediatric Surgery – management station tests teamwork
   – there are two technical skills stations

6. T&O
   – “Other” station is a combined presentation and handover test

7. Urology
   – one clinical station covers out patients and the other emergencies

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Weighting of Selection Centre Components

Cardiothoracic ST1
- Shortlisting: 25%
- Structured questions: 25%
- Technical skills: 25%
- Communication: 25%

Cardiothoracic ST3
- Structured questions: 25%
- Technical skills: 25%
- Portfolio: 25%
- Communication: 25%

Core Surgery
- Portfolio: 34%
- Management: 33%
- Clinical: 33%

General Surgery
- Academic/Research: 15%
- Management: 15%
- Clinical: 15%
- Portfolio: 25%
- Technical skills: 15%

Neurosurgery
- Shortlisting: 20%
- Management: 15%
- Clinical: 15%
- Portfolio: 15%
- Technical skills: 18%
- Patient communication: 15%
- Situational judgement: 18%

OMFS
- Portfolio: 9%
- Communication: 18%
- Career progression: 9%
- Audit: 9%
- Academic/Research: 9%
- Technical skills: 18%
Description of Selection Centre Components

Cardiothoracic Surgery ST1

- Shortlisting
  - Shortlisting score contributes to total score

- Communication
  - 10 minutes testing communication with an actor or simulated patient

- Technical skills
  - 30 minutes of Objective Structured Assessment of Technical Skills – three skills will be tested

- Structured questions
  - 25 minutes discussing structured questions

Cardiothoracic Surgery ST3

- Communication
  - 10 minutes testing communication with an actor or simulated patient

- Portfolio
  - Confirmation of self assessment answers

- Technical skills
  - 20 minutes of Objective Structured Assessment of Technical Skills – three skills will be tested

- Structured questions
  - 30 minutes discussing structured questions

This diagram is only indicative of the type of selection centre components involved in the selection process, and is not a guarantee of the order in which stations are completed or the exact content of them.

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Description of Selection Centre Components

Core

Management
- Candidates give a 3 minute presentation on one of their achievements. This is followed by questions on the presentation and then a single management scenario with questions.

Portfolio
- Panel see the Portfolio ahead of the candidate and use the interview with the candidate to clarify and agree a single score.

Clinical
- Two separate scenarios, each with questions.

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Description of Selection Centre Components

**General Surgery**

- **Portfolio**
  - Scored for qualifications, prizes, clinical and technical knowledge & experience, courses, audit, publications, presentations, teaching, management, leadership & teamwork. Weighted for experience

- **Clinical**
  - Scenario discussion scored for (1) issue recognition, (2) judgement and prioritisation, (3) problem solving, (4) communication strategy

- **Management**
  - Scenario discussion scored for (1) issue recognition, (2) prioritisation, (3) problem solving, (4) pragmatism

- **Professional communication**
  - Telephone call to consultant scored for (1) opening, summary and clarity, (2) results interpretation and management, (3) prioritisation, (4) communication and flexibility

- **Technical Skills**
  - Basic surgical skill task scored for (1) equipment knowledge, (2) dexterity, (3) subject knowledge, (4) communication

- **Academic**
  - Abstract discussion scored for (1) summary and understanding, (2) results interpretation, (3) research principles, (4) data analysis

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Description of Selection Centre Components

Neurosurgery

Shortlisting
- Application form and assessment: 60% CV application, 20% clinical problem solving, 20% situational judgment

Portfolio
- Motivation and understanding of career in neurosurgery, communication skills, problem solving

Clinical
- Technical knowledge and clinical expertise, communication skills, problem solving

Management
- Judgement under pressure, problem solving, professional integrity

Telephone consultation
- Judgement under pressure, technical knowledge and clinical expertise, professional integrity

Patient communication
- Actor, communication skills, judgement under pressure, professional integrity

Technical skills
- Three practical stations with neurosurgical theme

Shortlisting:
This decides whether an applicant reaches the Selection Centre stage. It consists of 40% Specialty Recruitment Assessment and 60% structured CV-based application form. The Specialty Recruitment Assessment is an examination testing ‘Clinical problem solving’ and ‘Situational judgement skills’. Applicants sit this after submitting their application, but before they find out whether they have been invited to the Selection Centre.

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OMFS

**Description of Selection Centre Components**

- **Portfolio**
  - Portfolio scored against a number of domains

- **Career progression**
  - Clarification of any issues in portfolio review, career choice and development

- **Situational judgement**
  - Prioritisation, problem solving, planning and implementation of plan, overall judgement

- **Audit**
  - Audit project presentation, understanding of audit, clinical governance, quality improvement

- **Academic / Research**
  - Critique of research paper to show understanding of research principles

- **Patient communication**
  - Actor, communication, judgement, integrity

- **Technical skills**
  - Technical ability, manual dexterity, understanding of theory of task

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Description of Selection Centre Components

Otolaryngology

- **Communication**
  - Actor – challenging situation and skills in managing scenario

- **Portfolio**
  - Comprehensive record of pathway to date

- **Clinical Scenario**
  - ENT condition – identification and management of condition

- **Technical Skills**
  - ENT specific skills, test of surgical capability

- **Management**
  - Assesses awareness of problems in delivering service

This process is representative of the National Selection process for England and Scotland – Wales runs a similar selection model, but with different criteria and weighting.

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Description of Selection Centre Components

Paediatric Surgery

Communication
- 10 minutes role playing with an interviewer

Portfolio
-Assisted by applicant self assessment

Technical skills
- 2 stations of 10 minutes each, each with a technical skills test

Clinical
- 10 minutes discussing a judgement scenario and the other a teamworking scenario

Management
- 10 minutes discussing a teamworking scenario

Academic / Research
- 2 minutes presentation prepared in advance of the interviews on an element of your academic experience followed by questions (10 minutes total)

Career progression / development
- 10 minutes for questions on elements of your career and experience to date

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Description of Selection Centre Components

Plastic Surgery

- **Communication**
  - Presentation of topic, patient (no actor), telephone consultation

- **Portfolio**
  - Assisted by applicant self assessment, includes seniority adjustment

- **Clinical**
  - Discussion of a clinical scenario

- **Academic / Research & Audit**
  - Includes teaching and management

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Trauma & Orthopaedic Surgery

Description of Selection Centre Components

- Communication
  - Simulated discussion with actor; observed and scored by assessors

- Portfolio
  - Self-assessment validation and portfolio interview

- Technical skills
  - Technical procedures observed; scored by 2 assessors

- Clinical
  - Single scenario covering clinical anatomy and knowledge

- Presentation and handover
  - Scenario based discussion

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Reviewed June 2019
Description of Selection Centre Components

Communication
- Situation with actor; observed and scored by actor and 2 assessors

Portfolio
- Self-assessment and interview

Technical skills
- Technical procedures observed; scored by 2 assessors

Clinical
- Out patient scenario

Clinical
- Emergency scenario

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Description of Selection Centre Components

Vascular Surgery

- **Portfolio**
  - Scored for qualifications, prizes, clinical and technical knowledge & experience, courses, audit, publications, presentations, teaching, management, leadership & teamwork. Weighted for experience.

- **Clinical**
  - Scenario discussion scored for (1) issue recognition, (2) judgement and prioritisation, (3) problem solving, (4) communication strategy.

- **Management**
  - Scenario discussion scored for (1) issue recognition, (2) prioritisation, (3) problem solving, (4) pragmatism.

- **Professional Communication**
  - Telephone call to consultant scored for (1) opening, summary and clarity, (2) results interpretation and management, (3) prioritisation, (4) communication and flexibility.

- **Technical Skills**
  - Basic surgical skill task scored for (1) equipment knowledge, (2) dexterity, (3) subject knowledge, (4) communication.

- **Academic**
  - Abstract discussion scored for (1) summary and understanding, (2) results interpretation, (3) research principles, (4) data analysis.

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