

Psychiatry National Recruitment Office

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The RCPsych and HEE are aware of concerns raised by trainees that:

- 1. The CT1 recruitment process based entirely on MSRA scores does not take into account the trainee's specific experience in psychiatry up to that point and does not include an interview process or portfolio/CV.*

We would like to reassure trainees that the current processes have been considered carefully, including feedback from trainees, and continue to be under rigorous psychometric assessment to make sure that they are:

- fair, objective and reliable

- do not discriminate against any group of applicants

- select candidates who are likely to successfully complete their training programmes in psychiatry and progress further

CT1 recruitment:

Our current data (please see separate document – WPG Summary Report) demonstrates that the MSRA alone is robustly reliable in selecting candidates who progress to complete the MRCPsych examinations and their core training. Additional interviews and portfolios at this stage do not add further predictive value for future progress and clinical excellence.

It is important that we use available resources effectively in order to select the right people for psychiatry rotations. While certain processes might seem important on the surface, if they are not seen to add value on the basis of rigorous statistical data, we need to think carefully about whether they are needed. We would not want to add a process which takes time and effort from both trainers and trainees but do not give us useful data on the candidate's suitability for CT1 entry.



Prof Nandini Chakraborty
Chair, National Recruitment for Psychiatry