

ST4 Psychiatry Interviews: August 2022 intake

Guidance and Stem Questions

This document provides

- an overview of how to prepare for an online interview for ST4 Psychiatry and
- the stem questions that will be used for interviews in February 2022

Separate guidance will be made available to you in advance of your interview date on how to use MS Teams during your interview and what to do if you have issues.

Online interviews

Each applicant will be asked two scenario-based questions (which can be reviewed below). These questions have been developed to:

- Allow you to demonstrate your knowledge of core skills and attributes relevant to ST4 Psychiatry
- Provide a standardised interview process for all applicants, regardless of which ST4 Psychiatry specialties they wish to be considered for
- Be answered without the need for any supporting evidence to be provided or checked

Data from the August 2021 & February 2022 intakes shows that applicants' scores do not noticeably improve over time. Applicants who were interviewed later on in the process did not have an advantage over applicants who were interviewed earlier on in the process.

How an interview will run

Both interview questions will be asked by a single panel interview of 2 clinical assessors. An administrator, and possibly a lay representative or other observer, may also be in the virtual interview room.

The duration of the interview will be approximately 15 minutes.

6 minutes will be spent on each question.

Please be aware that during the six minutes the assessors will ask you a series of questions relating to the stem topic. You must not rely on a scripted answer, or detailed notes. The purpose of the interview is to explore your understanding of the associated issues, and your engagement in a conversation is important

At the start of your interview, the administrator will explain the basic set-up to you. They will also keep time during the station and together with the panel members move you on to the next question and end the interview when time is up. This approach will allow interviewers to focus on looking at you.

Tips for being interviewed in a virtual environment

- We understand that you may be nervous due to the new format of questions and risk of technical issues. Take your time to read the guidance beforehand so you are familiar with the process.
- Use non-verbal communication to demonstrate engagement with the panel members - e.g. maintaining eye contact, nodding your head, arms unfolded.
- **Communication** is a key attribute that is assessed during interviews. A virtual interview still allows for some assessment of communication but please be assured that
 - We have asked panel members to be mindful that technical issues (video, sound etc.) or background noise may negatively affect how you come across. Please consider using headphones or finding a quieter location if you think noise may be an issue for you.
 - We have asked panel members to be aware that body language such as eye contact or hand movements may be affected by placement of the camera and that it may be difficult for you to see how you are coming across... or not coming across. Please do test out where you sit and how you position your camera in advance of interviews in order to try and mitigate any such issues.

Stem Interview Questions for August 2022 intake

Part A: Managing a complex case (6 minutes)

You have just taken over care of a patient and are meeting with her for the first time. The patient says that she is unhappy with her care and that she disagrees with her management plan. You have been informed that the patient's case is complex, and that she, her relatives and the team involved in her care, have regularly disagreed as to the best way forwards. Assume she has capacity to make her own decisions. How would you approach the situation?

Part B: Working/Training within a stretched system (6 minutes)

You have begun your ST4 training at a Mental Health Trust. The hospital you work in is extremely busy and psychiatric teams are understaffed. You have seen some poor examples of teamwork and patient care as a result of this. How might this affect your work, and what would you do in response to this?

If you have any queries, please don't hesitate to email us via psychiatryrecruitment.nw@hee.nhs.uk