

Psychiatry National Recruitment Office

3 Piccadilly Place
Manchester
M1 3BN

T. 0161 268 9580

E. psychiatryrecruitment.nw@hee.nhs.uk

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

1. The ST4 recruitment process does not have a domain to test/score for specialty specific expertise and commitment.
2. There are applicants in the current process of application who took CASC at a time when the exam scores were not included in the ranking process and feel that had they known, they would have put in more effort.

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

ST4 recruitment:

The selection process has three sections- the interview, the self-assessment score on portfolios and the CASC scores. The three sections have been maintained because they have been found to be of individual value. They correlate but not so closely that we would consider dropping any of them in favour of the others.

The process allows for ranking of candidates fairly and objectively followed by the candidates choosing their preferred specialities and geographic locations. Higher ranking candidates are offered their choices first, leading to a process that is clear. A single application allows itself to choices in multiple areas and specialties if the candidate so desires, rather than going through multiple stations for different specialties.

It is important that we use available resources (please see separate report) 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 ST4 entry.



Prof Nandini Chakraborty
Chair, National Recruitment for Psychiatry