

Special Care Dentistry National Recruitment 2022

Interview Information

Interview Format

All interviews will be conducted online via MS Teams. There will be no face to face element. The respective MS Teams link will be issued on or before Monday 25th April 2022, to eligible applicants invited to interview. If not received by Thursday 28th April 2022, applicants should contact rdrecruitment.nw@hee.nhs.uk

Interview Structure/Content

Applicants will join an Applicant Waiting Room on arrival, where, together with other applicants scheduled to be interviewed in the same time slot (there are up to 4 Interview Panels running per interview day), they will be shown a short video providing further information about the interview process and technical aspects on virtual interviews.

Following the video, applicants will commence the first part of their interview, which comprises of dedicated reading time for a given Clinical Scenario (see below for timings). NB. You may make notes during this time and so please have pen and paper to hand. You will NOT be permitted any other materials, nor will you be allowed to utilise web search engines or other sources of information. If you are found to be using pre-printed or online research materials your interview may be terminated and your application withdrawn from the process.

Upon conclusion of the dedicated reading time, as soon as their respective Interview Panel is ready, applicants will be sent a separate MS Teams link, which will take them directly to their allocated Interview Room, where a Panel Administrator, together with their interview panel, will be awaiting their arrival. NB. Occasionally there may be a short wait in the Panel Room lobby, whilst the Panel Administrator ensures that the Panel are ready to receive you. Please remain in this lobby until admitted, as the Panel Administrator will know that you are waiting. However, IF you are in the Panel lobby for more than 5 minutes, please contact the recruitment team via the emergency contact number which will be provided. You should also monitor your registered email address and contact number in case the team are trying to contact you.

Once you are in the Interview Room, the Panel Administrator will check your photo ID and ask you to do a room sweep with your camera, to ensure you are alone, prior to introducing your Interview Panel. Following short Panel introductions, your interview will begin. The structure and contents are as follows:

- Question 1 – Clinical Scenario (Questions relating to the Scenario provided in the Applicant Waiting Room)
- Question 2 – Management Scenario (Dedicated Reading Time)
 - Management Scenario Questions
- Question 3 – 2nd Clinical Scenario (Dedicated Reading Time)
 - 2nd Clinical Scenario Questions
- Question 4 – Patient Factor Case (Dedicated Reading Time)
 - Patient Factor Case Questions

All 4 Stem Questions are scenario based, ie. You will receive a written scenario to read in advance of being asked specific questions in relation to the scenario given. None of the scenarios involve role play/actors, or, any face to face element. There is no further information we are able to provide in advance of the interview.

There will be two assessors which will be scoring your interview but there may also be a Lay Representative present and other reserve panel member and/or observers, which will not be directly involved in the scoring process.

Following the conclusion of the final question, the Panel Administrator will advise you when you may leave the room and this will conclude your interview.

Interview Timings

Each interview Question carries its own specific timing, as follows:

- Question 1 – Clinical Scenario Dedicated Reading Time = 10 minutes*
 - Clinical Scenario Questions = 10 minutes
- Question 2 – Management Scenario Dedicated Reading Time = 5 minutes
 - Management Scenario Questions = 5 minutes
- Question 3 – 2nd Clinical Scenario Dedicated Reading Time = 10 minutes
 - 2nd Clinical Scenario Questions = 10 minutes
- Question 4 – Patient Factor Case Dedicated Reading Time = 5 minutes
 - Patient Factor Case Questions = 5 minutes

*This is the only element of the interview that takes place in the Applicant Waiting Room, ie. Not within the Panel Interview Room.

Interview Administrators will be responsible for monitoring and managing the time for all elements of the interview and will use a Digital Hand Raise to signify as each allocated Question time has 1 minute remaining. The Panel will move onto the next question as the Digital Hand is lowered at the end of the allocated time (unless an applicant has already come to a natural conclusion and has already moved on).

Scoring

The two Panellists will have access to our Digital Scoring System (Qpercom), which they will use throughout the interview to provide scoring to each question, together with associated feedback. These scores and feedback will be released to applicants following the conclusion of the interview process and when initial Offers are released (currently scheduled for Wednesday 18th May 2022).

Scores will be collated from the Self-Assessment verified process together with the interview to create a total raw score per applicant. This score will then be weighted in accordance with each element to provide a final weighted total score, which will be used to rank applicants ahead of Offers being made. Offers will be made in rank order (highest to lowest – with highest being 1st ranked).

Percentage each element will count towards total score:

Element	Maximum Raw Score	% of Total Score	Maximum Weighted Score
Self-Assessment	47	25%	25
Clinical Scenario 1	40	25%	25
Management Scenario	40	12.5%	12.5
Clinical Scenario 2	40	25%	25
Patient Factor Case	24	12.5%	12.5
Total	191	100%	100

Appointability

Applicants will be deemed appointable if they achieve the minimum benchmark score following interview, which is a total overall weighted score of 65 or above (ie. Self-assessment plus interview). Only applicants achieving the minimum benchmark score or above will be eligible to receive an Offer. For academic

applicants, achieving the minimum benchmark score or above will mean that you have passed clinical benchmarking.