

GP & Specialty Interviews

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Aims of session

- Describe [Careers support available in STFS](#)
- Outline some facts, figures and timelines for specialty recruitment
- Outline what to expect at the selection centre
- Tips for interviews
- Interview practice and feedback
- Resources - where to find relevant information

UK competition ratios CT1/ST1 for 2019

These figures are taken from <https://specialtytraining.hee.nhs.uk/Competition-Ratios>. Note: some trainees apply for more than one specialty and are their multiple applications are counted in these figures, although they can only take up one post.

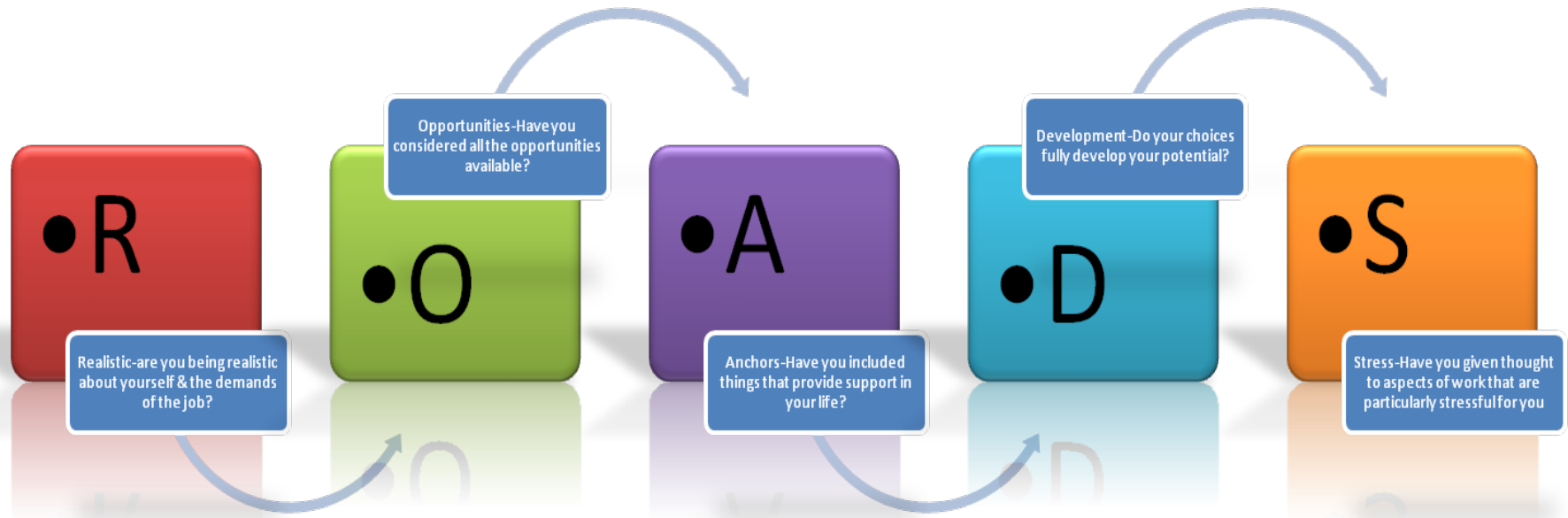
Specialty:	Applications received	Post Numbers	Competition ratios
Community Sexual and Reproductive Health	83	7	11.86
Public Health	804	86	9.35
Child and Adolescent Psychiatry	120	14	8.57
Cardiothoracic Surgery	101	12	8.42
Neurosurgery	157	24	6.54
Oral and Maxillo Facial Surgery	29	7	4.14
Clinical Radiology	1095	302	3.63
Ophthalmology	356	110	3.24
Core Surgical Training	1896	648	2.93
Anaesthetics (including ACCS Anaesthetics)	1333	568	2.35
ACCS Emergency Medicine	777	363	2.14
Histopathology	194	93	2.09
Obstetrics and Gynaecology	529	262	2.02
Core Psychiatry Training	814	473	1.72
Internal Medicine Training (including ACCS Acute Medicine)	2229	1563	1.43
General Practice	5166	3861	1.34
Paediatrics	564	476	1.18
Totals:	16247	8869	

Number of Posts UK (2019)

Green indicates a rise in post numbers, **red** indicates a fall, compared to the previous year. Numbers in brackets represent the percentage of the posts in that specialty, eg. GP represents 44% of all posts etc

Specialty:	Posts 2016	Posts 2017	Posts 2018	Posts 2019
ACCS Emergency Medicine	344	340	369	363
Anaesthetics (including ACCS Anaesthetics)	603	601	581	568. (6%)
Cardiothoracic Surgery	6	10	11	12
Child and Adolescent Psychiatry			11	14
Clinical Radiology	251	267	291	302
Community Sexual and Reproductive Health	7	4	10	7
Core Psychiatry Training	497	495	510	473. (5%)
Core Surgical Training	642	629	636	648. (7%)
General Practice	3802	3857	3763	3861. (44%)
Histopathology	83	95	102	93
Internal Medicine Training (including ACCS Acute Medicine)	1640	1657	1637	1563. (18%)
Neurosurgery	26	29	34	24
Obstetrics and Gynaecology	272	263	275	262
Ophthalmology	90	77	101	110
Oral and Maxillo Facial Surgery	3	8	8	7
Paediatrics	430	437	451	476. (5%)
Public Health	70	77	78	86
Totals:	8766	8846	8868	8869

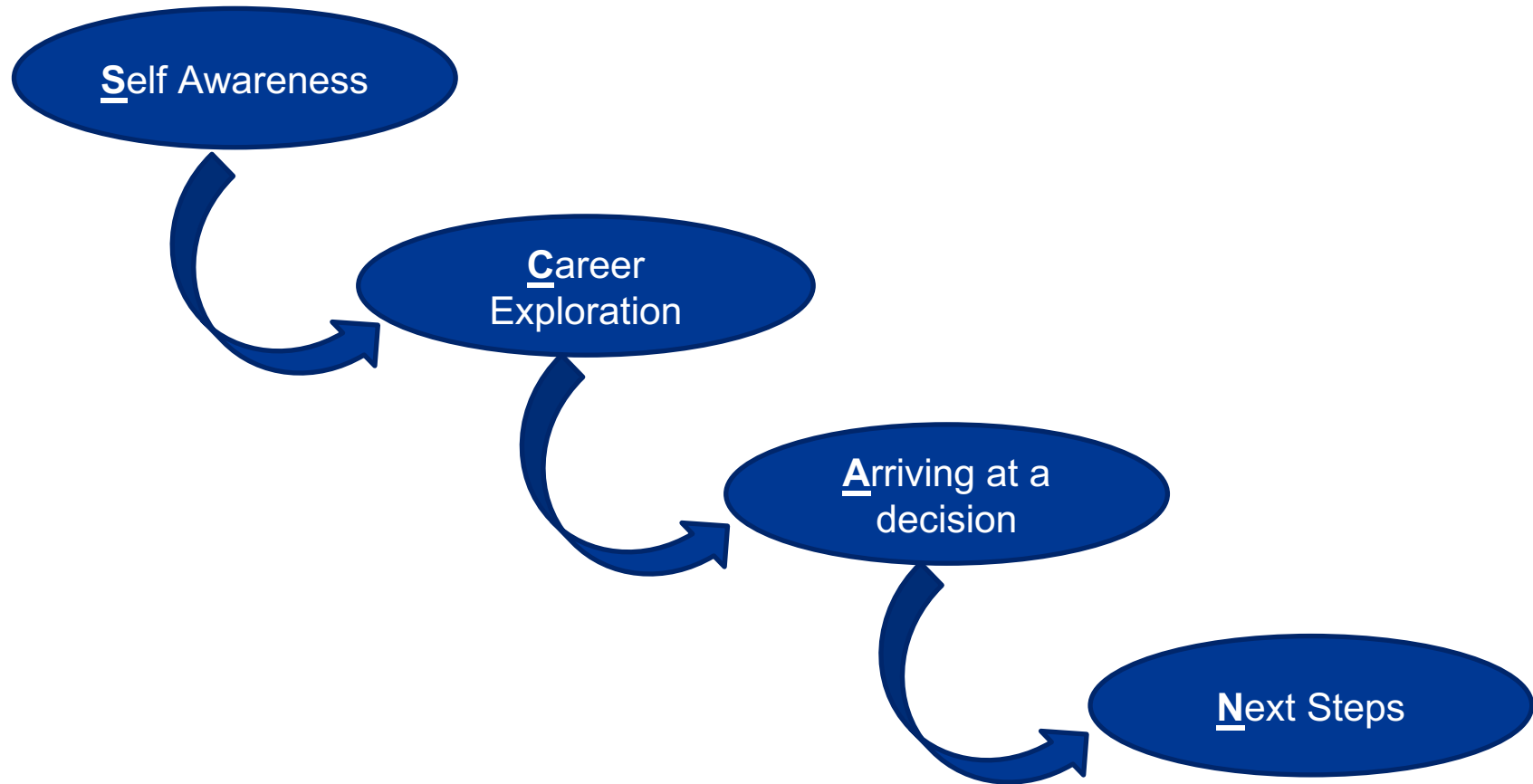
Your decision – use ROADS to check



Does your plan B or back-up meet one or more of the ROADS criteria?

Four-stage career planning model

N.B: The **SCAN** model is used on the e-modules created by the **LaSE Careers Unit** :
<http://www.lpmde.ac.uk/professional-development/careers-unit/doctors/foundation-doctors>



Specialty Recruitment 2020 main recruitment timeline (note dates are in past, new dates not yet published)

- **Application/ Interviews**

- For 2020, advert appeared 31 Oct, applications opened on 7 Nov at 10am until 28 Nov at 4pm (N.B: Academic Clinical Fellowship applications were a month earlier [7 Oct, closing on 4 Nov])
- Interviews main recruitment round – early Jan to early March
- ACF (Nov – Dec)

- **Hold deadline** -1pm Friday 13 March 2020

- Can only hold one offer at a time
- 48 hours to make a decision, including bank holidays and weekends
- If you do not respond, your offer is deemed 'automatically rejected'

Person Specifications

- Be aware of the person specs – look at ones for 2021 online, they're updated every autumn
- Compare person specs for different specialties – there are nuances
- What are the desirable components – do you have any of these?
- Can you become more desirable?
- Specialty recruitment is a competitive process
- Check competition ratios & person specifications on specialty training website:
<http://specialtytraining.hee.nhs.uk>

Interview performance: how to succeed

“Fail to prepare, prepare to fail”

- Preparation is everything
- Job description / person specifications
- What skills are required for the specialty?
- Evidence is the key
- Research crucial :
 - Why that specialty?
 - Have you spoken to those already training at that level?
 - What can you bring to that specialty?

Which question would most strike terror into your heart?

1. How would you describe yourself?
2. What do you like least about this specialty?
3. Tell us about a relevant research paper that you have recently read?
4. Can you tell us about clinical governance? Has it improved patient safety? <http://ow.ly/mOvu50B8so7>
5. Give us an example where you showed leadership skills?
6. What are the qualities of a good doctor? Do you have those qualities?

How interviews were previously v Covid-19 times

- I have a few slides on how interviews were previously, for those that might go through interviews for 2022 recruitment & beyond (if everything is back to normal!)
- I have a slide on video interviews

For both, key is to look up recruitment websites for your specific specialty which will be updated prior to the application opening date!

GP Recruitment – 1 (note: dates are in past, new dates not yet published)

- **Specialty Recruitment Assessment (now MSRA)**

- Computer based tests
- 3 – 11 January 2020
- Professional dilemmas (110 mins)
- Clinical problem solving (75 mins)

- **Selection Centre**

- 3 – 14 February 2020
- First offers from 20 February 2020
- Hold deadline 13 March 2020

- **Direct Pathway**

- Bypasses the selection centre for highest scoring applicants

N.B. Some other specialties now have the MSRA e.g. psychiatry, obs & gynae, ophthalmology, radiology etc



GP Recruitment - 2

- **Selection Centres - 3 - 14 February 2020**

- **Simulation exercise (3 x10 mins)**

- 3 consultations with a patient, a relative or carer and a non-medical colleague
 - Does not involve a physical examination, tests personal skills, such as empathy & sensitivity

Video: <http://ow.ly/24fR50B8sI7>

- **Written exercise (30 mins)**

- Prioritisation or ranking of issues and a justification of your responses.
 - Instructions will be available on the day – take your time reading and make sure they're clear to you

Panels for recruitment into hospital specialties

- Minimum of 3 x 10 min or 2 x 15 min interviews (some may have more— you will be made aware prior to interview).
- Could include stations assessing:
 - Clinical skills
 - Evidence folder (portfolio) – video: <http://ow.ly/Lffj50B8sV1>
 - Presentation skills – video: <http://ow.ly/UkHI50B8t8E>
 - Patient interaction –see GP video link on previous slide
 - Ethical/management scenario responses (see portfolio video link above)

Tips for video interviews

- Sign on a couple of minutes early
- Treat them the same as face-to-face interviews in terms of preparation, dress, body language/posture, eye contact
- Watch your background
- Take advantage and have (out of sight) post-its dotted around with the key messages you want to get across

What does a panel want to know about you?

- Why have you applied for this job/speciality?
- What can you do for us?
 - what skills, knowledge, intellectual ability can you offer?
- What kind of person are you?
 - what are your attitudes, values, motivation levels? Do you have the ability to get on with others, work in a team?
- What distinguishes you from all the other applicants?

There are likely to be ethical questions and also possible questions about current affairs in medicine and NHS policies

Evidence folder

- Know your evidence inside out
 - Follow guidelines from recruiter for presenting it
- Know your evidence upside down – literally
- Re-read person specifications
- Evidence folder will chart your development
- Provides proof of competency as well as enthusiasm for specialty

Preparation: the basics

- Check date / time / location / parking
- Get a good night's sleep
- Make sure you've eaten
- Appropriate dress
- First impressions count
- Body language and eye contact important



Commitment to specialty - 1

- Keep your ePortfolio up to date - useful reminder of achievements
- Gather information for the selection centre evidence folder/portfolio station
- Keep your CV up-to-date and targeted
- Do courses e.g. leadership, surgical skills
- Royal College exams
- Conferences – save attendance certificates

Commitment to specialty - 2

- Do a taster or attend outpatient clinics
- Get involved with audits or quality improvement projects
- Give presentations and get some teaching experience
- Try to get papers or articles published
- Talk to consultants/trainees in that specialty

Medical CV

Suggested content:

- Personal details
- Career plan/goal
- Personal information incl GMC number
- Professional qualifications
- Education
- Professional expertise
 - Foundation jobs
 - Locums
 - Experience gained abroad
- Practical clinical skills
- Additional courses
- Research
- Teaching and audit
- Leadership and Management
- Other relevant skills
- Interests
- References



From ROADS to Success, Elton & Reid (Appendix C)

Preparing a Medical CV

- Remember - no limit on page length but good clean layout is important
- At this level maximum 4 pages suggested
- Try to get the most relevant information on page 1
- Use bullet points/headings. Bold can be useful to make sections stand out but avoid underlining
- Get a fresh pair of eyes to look over CV
- Make sure there are no spelling/grammatical errors
- Don't tell untruths or anything you can't back up at interview
- Don't leave big gaps in your CV – account for all years

Some useful interview tactics

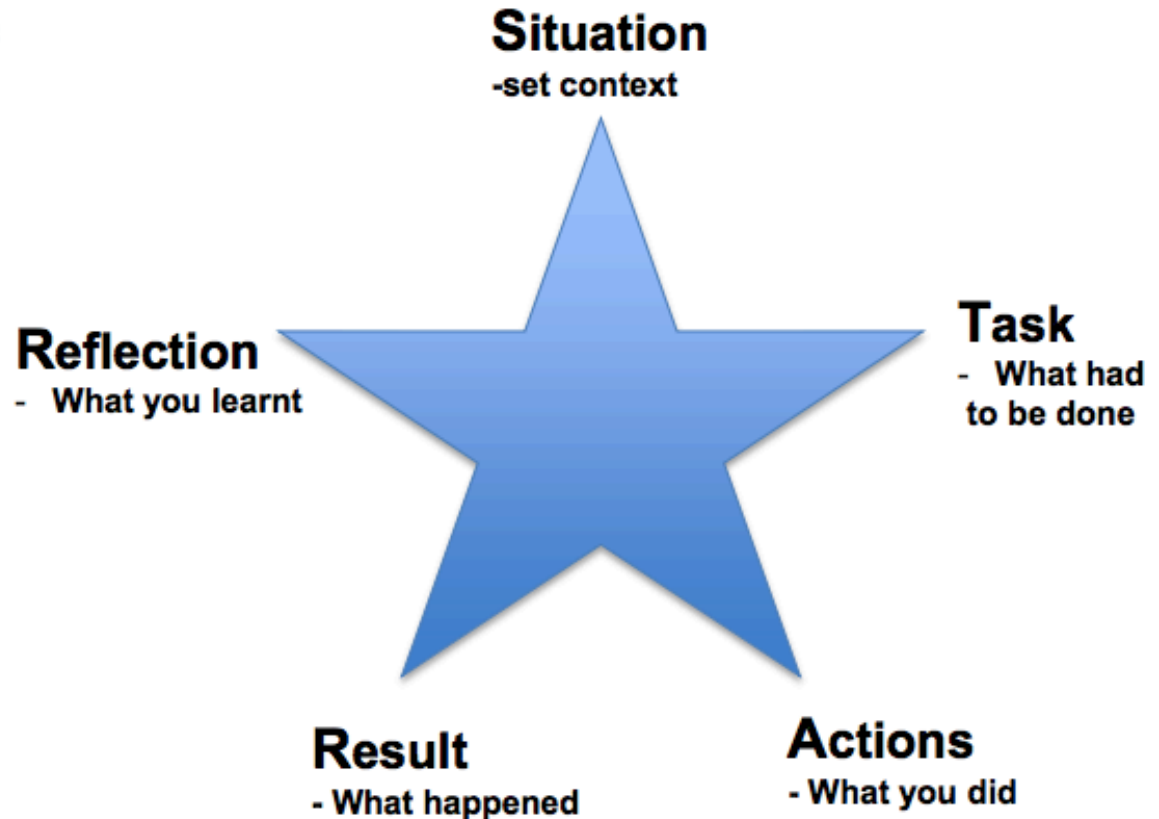
- Stay **focused** and **slow down**.
- Have some **structure** – even if it's retrospective!
- Give yourself **thinking time** — *'In answer to your question asking me about...., I would like to begin by talking about....'*
- Two second pause: think of the **'key features'** before you open your mouth.
- Seek **clarification** — *'Would it be helpful if I provided an example of...?'*
- A hidden compliment: *'That's a very interesting question...'*
- Ask for **feedback** — *'Is this example useful?'*
- When in a hole, **stop digging** — *'Sorry, I've got a bit lost. I'd like to start again please'*.

Structure - competency questions

Introducing the STARR mnemonic

This may help you structure answers to questions such as:

- Describe a time when...
- Give an example of.....
- What skills etc....
- How would you.....



6 main reasons why people don't do well at interviews*

- First impressions
- Chemistry
- Appearing personable
- Body language
- Saying too much
- **Underplaying their achievements**

*According to a survey by John Lees, career expert

Interview tactics

- How do you convey confidence without appearing arrogant?
- How do you cope with interview nerves?
- What can you do if things go wrong?

Authentic alternatives

Many people feel uncomfortable talking about themselves. It's important to feel authentic, so here are some alternative ways to describe yourself.

If this feels uncomfortable...	Try this...
I am good at...	I really enjoy...
I excel at...	I'd had great feedback on X ...
My achievements are...	Something I got a lot out of is...
My best skill is...	I've had a great time doing...
My strengths are...	I get a buzz out of...

Preparing for your interview

- Practice - ask a consultant or senior colleague to do some mock interviews, or can you practice with your peers?
- Visualise yourself being confident and articulate in an interview
- Positive affirmation - *“I present myself as a confident candidate at every interview”*
- Monitor your self-talk
- Make a decision to succeed
- Commit to doing preparation

Interview Practice

Link: <http://ow.ly/f8VP50B8hko>

Get into groups of three (try to be with people preparing for the same specialty, if too difficult don't worry)

- Try some general questions and clinical scenarios (alternative questions between these two)
- Take turns to be interviewer/interviewee/observer
 - (7 minute interviews, 4 minute feedback)

Websites - 1

- The Health Careers website
www.healthcareers.nhs.uk
 - Detailed information on all specialties – role profile pages
 - Advice on the selection process
 - Videos of successful trainees
- HEE specialty training
<http://specialtytraining.hee.nhs.uk>
 - Person specifications
 - Competition ratios
 - Applicant handbook
 - Also visit Oriel: <https://www.oriel.nhs.uk/Web/Vacancies> (N.B. There's the main recruitment round in the autumn, but there can be vacancies all year round)

Websites - 2

- GP recruitment <http://gprecruitment.hee.nhs.uk/>
- Internal Medical Training www.imtrecruitment.org.uk/
- Core Surgical Training
www.lpmde.ac.uk/laserecruitment/specialties/core-surgery
- Anaesthetics <https://anro.wm.hee.nhs.uk/Downloads>
- Psychiatry
[https://www.nwpgmd.nhs.uk/national Psychiatry Recruit
ment LETBs](https://www.nwpgmd.nhs.uk/national_Psychiatry_Recruitment_LETBs)
- BMJ careers www.bmjcareers.com
- GMC www.gmc-uk.org
- GMC ethical scenarios [https://www.gmc-
uk.org/gmpinaction/index.asp](https://www.gmc-uk.org/gmpinaction/index.asp)
- e-modules for foundation trainees:
[http://www.lpmde.ac.uk/professional-
development/careers-unit/doctors/foundation-doctors](http://www.lpmde.ac.uk/professional-development/careers-unit/doctors/foundation-doctors)

Books & more interview questions to practice

- Lim, D (2011). *how to get a specialty training post: the insider's guide*
– Published by Oxford University Press
- Picard, Oliver, Wood, Dan and Yuen, Sebastian (2019) '*Medical Interviews: a comprehensive guide to CT, ST and Registrar interview skills*'
– Published by ISC Medical
- [Oxford Deanery sample questions](#)

Slides are downloadable from
this site:

<http://ow.ly/ijE550BaHXO>

