

North West of England Foundation School

Academic Foundation Programme Recruitment:

Shortlisting and Interview Scoring Criteria

(v1.0)

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Applicants please note from the outset that all white space questions, AFP score totals and criteria structures in the following document are indicative only and are currently under review. Therefore, this information may be subject to further minor changes between 19th August 2019 and 10th December 2019 as the North West of England Foundation School prepares for the forthcoming AFP recruitment process.

North West of England Foundation School

Academic Foundation Programme Recruitment - Shortlisting and Interview Scoring Criteria

This document details the white-space questions, shortlisting and Education Achievements scoring structure and interview criteria that we will be using here at the North West of England Foundation School for the 2020-22 recruitment process. We advise applicants to read this document thoroughly **before** contacting the foundation school.

The North West of England Foundation School wants to ensure that applicants have access to the most up to date and accurate information. As the recruitment period is a very busy time here at the school, any queries that are directed to us for which the answer can be found here may not be prioritised.

We wish everyone the very best of luck with their AFP applications.

Section 1:

AFP Shortlisting - White Space Questions

Applicants are shortlisted for an AFP interview using a set of scoring guidelines which cover each of the following areas highlighted in Section 1 and 2:

White Space Questions

These supporting white-space questions are locally produced and are scored on the quality of the example and depth of the response given by each AFP applicant.

Q1: We recognise that applicants will have different experiences in research, medical education or within leadership roles. Please give one example of such an experience or role that you have had in your medical student career and its significance to your application for an Academic Foundation Programme. (max 200 words)

Q2: Academic medicine requires an individual to work successfully within a team. Give an example in which you have participated and contributed to the successful working of a team. The example should clearly identify your role and the skills you used to contribute to the achievements of that team. Explain the significance of this experience to your application for an Academic Foundation Programme. (max 200 words)

Q3: Provide a supporting statement about your future career aspirations and why you are suited to your intended career. (max 200 words)

The maximum scores available for these questions are as follows:

Q1: 5 points

Q2: 5 points

Q3: 12 points

<Please note this scoring information may be updated and re-published on the NWPGMD website without warning >

Section 2:

AFP Shortlisting – Additional Educational Achievements

Applicants can record a total of 32 additional educational achievements on their application, aside to their Primary Medical Qualification. Points will **not** be awarded to any additional EA's that have been completed after the AFP application deadline on the 11th October 2019.

In addition, any achievements where their nature is not explicitly stated by the applicant (local, national, international level etc) or is not otherwise recognisable will be scored at the lowest points level.

Additional Degrees (Intercalated / BSc (Hons) or BA (Hons) or equivalent / MSc or MRes or PhD)

Scoring as follows:

0 points - Third Class, degrees still in progress

1 point - 2:2

2 points - 2:1

5 points - First Class, Awarded MSc, Awarded MRes – must have award confirmed (graduation at MSc or MRes level not essential at point of scoring)

10 points - Awarded PhD including completing MB PhD (with evidence of completed studies) (graduation at PhD / MB PhD level not essential at point of scoring)

An additional 2 points will be awarded for a Merit and 4 points for Distinction.

Please note: Where an applicant has two additional degrees, points are only awarded for the degree which attracts the highest score.

Presentations – Clinical, Healthcare, Education, Leadership or Research

(max of 10 presentations allowed: with a maximum 7 points per presentation)

Presentations should be medical in focus.

Scoring as follows:

1 point - Oral Presentation (or teaching episodes) delivered at a local level. Includes departmental meetings, peer led meetings / 'teaching peers', students

2 points - Oral Presentation on research, medical education or leadership work delivered at a regional level / 'developer of regional teaching'

4 points - Oral Presentation on research, medical education or leadership work delivered at a national level / 'developer of national teaching' (first, second or last author)

7 points - Oral Presentation on research, medical education or leadership work delivered at an international level (first, second or last author)

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Posters – Clinical, Healthcare, Education, Leadership or Research

Scoring as follows:

1 point - Regional posters (first, second or last author)

2 points - National posters (first, second or last author)

A score for international posters is currently under review and will be announced by 11th November 2019.

Publications – Clinical, Healthcare, Education, Leadership or Research

(max of 10 publications allowed: with a maximum of 7 points per publication)

Articles must have been accepted, not just submitted at the point of application. Publications should be medical in focus.

Scoring as follows:

2 points - Authorship of one non-researched publication e.g. letter, case study, audit, third or more name on a research publication

4 points - Authorship of one researched abstract, review article or book chapter, second author on a research publication

7 points - First / corresponding authorship or co-authorship of a full researched publication

Prizes - Clinical, Healthcare, Education, Leadership or Research

(max of 10 prizes: with a maximum 10 points per prize)

Scoring as follows:

1 point - Academic Prize for an achievement within the curriculum of the MB chB (or equivalent programme)

2 points - Prize given for academic or other achievement of extra-curricular nature from the university of qualification. Merit for MB chB (or equivalent programme)

4 points - Prize given for academic work completed and presented on a regional basis. Distinction for MB chB (or equivalent programme). Moderate academic prize (£100 +)

7 points - Prize given for academic work completed and presented on a national basis. Significant academic prize (£10K +)

10 points - Prize given for academic work completed and presented on an international basis. Significant academic prize (£100K +)

Distinctions or merits awarded fall under 'Additional Degrees' criteria, not under 'Prizes'.

The maximum totalised score available for all Educational Achievements is 250 points.

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Please note that for August 2020 we will not be using the academic decile or EPM score to determine those shortlisted for interview. We will be using the white space application questions (1,2 & 3) and additional educational achievements for scoring only.

When completing the application, applicants should note that any Educational Achievements which are entered as part of the standard FP application will need to be re-entered under the AFP application section as these will not transfer across from the FP application form.

CVs will not be accepted as part of this process.

Section 3:

AFP Interviews

Shortlisted applicants will be invited to interview from the week commencing 25 November 2019. Interviews will be held at the [Etihad Stadium](#) in Manchester on 10 December 2019.

The North West of England Foundation School will not be offering telephone/Skype interviews and shortlisted applicants will be required to attend the interview in Manchester in person as there will be no alternative interview dates on offer. If applicants are unable to attend, their applications will not be progressed any further in the recruitment process.

Applicants who are invited to interview will be assessed and scored on the day. Interview slots are pre-booked with the applicant via Oriel and are held across three separate stations.

Each of the interview stations will be scored as follows for AFP 2020:

Station 1: (50 points max)

Station 2: (75 points max)

Station 3: (50 points max)

(with a maximum totalised score: **175 points**)

For information, late arrival at an AFP interview after the pre-arranged time (including any travel disruption or unforeseen delays) may also lead to the applicant being declined an interview and their AFP application being rejected, so again we advise all invited candidates to take particular care when planning their travel itineraries in advance.

Following the interview, applicants will be awarded a final score. This will consist of the total score obtained from the three interview stations combined with the applicant's academic decile. This final match ranking score will be used in conjunction with an applicant's preferences to determine allocation.

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[Can we help you with anything else?](#)

Further AFP related FAQ's are available on the webpage you downloaded this document from, as well as the [UK Foundation Programme Office website](#).

For any other queries relating to the national or local AFP process that are not covered on this document, our website or the UKFPO page, please send an email to foundation.nw@hee.nhs.uk

The North West of England Foundation School wants to ensure that applicants have access to the most up to date and accurate information. As the recruitment period is a very busy time here at the school, any queries that are directed to us for which the answer can be found here, in the FP/AFP Applicants Handbook or the UKFPO website may not be prioritised.

We wish everyone the very best of luck with their AFP applications.

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