North West of England Foundation School

Academic Foundation Programme Recruitment:

Shortlisting and Interview Scoring Criteria (v1.1)

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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 so far 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: 10 points
Q3: 10 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 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)

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

Presentations on Clinical, Healthcare, Education, Leadership or Research

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)

Please note: Where an applicant has more than one presentation, points are only awarded for the presentation which attracts the highest score. To score at national or international level the presentation should be at an organised meeting either by personal invitation or by selection through competitive abstract screening.
Posters – Clinical, Healthcare, Education, Leadership or Research

For posters presented at organised meetings with competitive abstract screening. The scoring is as follows:

1 point - Regional posters (first, second or last author)
2 points - National posters (first, second or last author)
4 points - International posters (first, second or last author)

Please note: Where an applicant has more than one poster, points are only awarded for the presentation which attracts the highest score.

Publications – Clinical, Healthcare, Education, Leadership or Research

Articles must have been accepted in a peer reviewed PubMed indexed journal, not just submitted at the point of application. Publications should be medical (scientific, clinical, education or leadership) in focus.

Scoring as follows:

2 points – Middle authorship on researched publication
2 points – First, second or last authorship of one non-researched publication e.g. letter, case study, audit.
4 points – First, second or last authorship of one review article or book chapter
7 points – First, second or last author of a full researched paper (on scientific, clinical, leadership or education topic) published in peer reviewed PubMed indexed journal with an impact factor less than 8
10 points - First, second or last author of a full researched paper (on scientific, medical, leadership or education topic) published in peer reviewed PubMed indexed journal with an impact factor of 8 or higher

Please note: Where an applicant has more than one publication, points are only awarded for the publication which attracts the highest score.
Prizes - Clinical, Healthcare, Education, Leadership or Research

Prizes awarded at University, School prizes (Merits, Distinctions, Honours) are now specifically excluded and will not receive points. Prizes can be awarded for academic achievement, leadership (including outside of the medical degree), education (e.g. for organising or running courses).

Scoring as follows:

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

3 points - Prize given for academic or other achievement of extra-curricular nature from the university of qualification.

4 points – Competitive prize given for academic work completed and presented on a regional basis.

7 points – Competitive prize given for academic work completed and presented on a national basis.

10 points – Competitive prize given for academic work completed and presented on an international basis.

Please note: Where an applicant has more than one prize, points are only awarded for the prize which attracts the highest score. A competitive prize for submitted work after elective, or a competitive award to undertake a specific project on an elective should receive points in this section. Commendation letters should be mentioned in the white space question responses and not awarded points in this section. Bursaries awarded simply towards covering expenses will not receive points.

The maximum totalised score available for all Educational Achievements is 41 points.

Degree: 10 points (max)

Presentations: 7 points (max)

Posters: 4 points (max)

Publications: 10 points (max)

Academic prizes: 10 points (max)

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.

Please note this total score may change once the interviews have been completed as this is dependent on the number of panellists present on each interview station on the day and any last-minute panel alterations that may reduce/increase this figure. We will publish the total score for AFP-2020 as soon as we are able to.

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.

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