

National Recruitment to ST4 Psychiatry specialties – update for applicants

August 2014

This bulletin is designed to update applicants to ST4 Higher Psychiatry Training posts which started in August 2014 as well as providing some initial information on our next recruitment round for posts starting in February 2015. If you have any queries after reading this bulletin, please e-mail: nwd.psychiatryrecruitment@nw.hee.nhs.uk.

ST4 recruitment – update

Thank you to all those who applied for posts in the recent ST4 recruitment round. We appreciated your patience as responsibility for recruitment moved from the Royal College of Psychiatry to Health Education North West and can update you on the following:

Applicant survey results

We sent an online survey to all applicants to ST4 Psychiatry and thank you to those who took the time to respond. We had a total of 113 responses and are still evaluating the results. The major feedback was a request for better communications. We are sorry that our communication to applicants was not better and apologise in particular for changing the date of offers and not messaging applicants to let them know. We will be making improvements in how and when we contact applicants in the future as well as keeping our website updated.

Changes for future recruitment rounds

Number of specialty choices

Following analysis of both the applicant survey and our recruitment data, applicants will be allowed to apply to up to two specialties in the next recruitment round. Analysis of applications in the most recent round of recruitment highlighted that a low number of applicants took up the option to apply for a third specialty and, where applicants had applied for three specialties, a high proportion of these failed to attend all three interviews. Applicants will still have more choice than in previous years as they will be able to preference all locations in two specialties and will receive offers based on interview rank and preference.

Interview days

As well as improving our communications to applicants we have changed the structure of interview days, starting in the autumn recruitment round. Days will be shorter with slightly later starts and earlier finishes, with assessors seeing a reduced number of applicants on each day. We hope this will make it a more pleasant experience for all concerned.

Oriel

A new online recruitment system known as Oriel will be introduced from September 2014 for all medical and dental recruitment. This will mean that all applicants will need to register and submit an application through this system. Information from the previous recruitment system will not be transferred to Oriel so all applicants will need to allow time to submit a new application. Any applicant who wishes to download their application from a previous recruitment round will need to do so before the end of August 2014 (link below).

<https://trainingjobs.rcpsych.ac.uk/cac/home.aspx>

A link to the Oriel system will be published on Health Education North West's website at the beginning of September (link below).

https://www.nwpgmd.nhs.uk/national_Psychiatry_Recruitment

Autumn recruitment round for posts starting in February 2015

We will shortly be asking Deaneries/LETBs if they would like to recruit to any vacant posts, starting in February 2015. The dates are below and as soon as we have provisional numbers back from Deaneries/LETBs we will publish them on our website.

Autumn Recruitment round for posts starting in February 2015	
Application window opens	Friday September 26 th 2014 at 9am UK time
Application window closes	Friday October 10 th 2014 at 4pm UK time
Longlisting and shortlisting	October 13 th – 24 th 2014
Invitations to Interview from	Wednesday October 29 th onwards
Child & Adolescent Psychiatry	Friday November 7 th 2014
Forensic Psychiatry	Tuesday November 11 th 2014
General Adult Psychiatry	Wednesday November 12 th and Thursday November 13 th 2014
General Adult & Old Age Psychiatry	Friday November 14 th 2014
General Adult & Medical Psychotherapy	Friday November 14 th 2014
Medical Psychotherapy and Forensic Psychiatry	Friday November 14 th 2014
Medical Psychotherapy	Friday November 14 th 2014
Psychiatry of Old Age	Friday November 21 st 2014
Psychiatry of Intellectual Disability	Friday November 21 st 2014
Initial offers out from	Thursday November 27 th 2014 onwards
Hold deadline	Monday 1 st December 2014 at 5pm UK time
Upgrade deadline	Wednesday 3 rd December 2014 at 5pm UK time
Clearing	TBC

Venues

All interviews for this round of recruitment will be held at the Etihad Stadium, Etihad Campus, Manchester M11 3FF.

Which specialty should I choose?

At ST4 level, you can choose to enter one of the following six specialties:

- Child & Adolescent Psychiatry
- Forensic Psychiatry
- General Adult Psychiatry
- Psychiatry of Intellectual Disability
- Medical Psychotherapy
- Psychiatry of Old Age

It is also possible to choose to specialise in two specialties. Based on last year's available dual specialties, we anticipate that the following options will be available in 2015:

- Forensic Psychiatry / Medical Psychotherapy
- General Adult Psychiatry / Old Age Psychiatry
- General Adult Psychiatry / Medical Psychotherapy

To find out more about each specialty, you may find it useful to download the Royal College of Psychiatrists' new booklet: 'Make a difference. Improve lives: A career in psychiatry'. In particular, the section of trainees' and consultants' experiences in each specialty may be helpful. The booklet is available from:

<http://www.rcpsych.ac.uk/discoverpsychiatry/acareerinpsychiatry.aspx>

What do I need to know about the application process for ST4 Psychiatry?

- Applicants can apply for two specialties
- Applications will be longlisted and eligible applicants will receive an invitation to interview. The National Recruitment Office reserves the right to shortlist applications where the interview capacity of the selection centre is exceeded.
- Interview expenses for applicants will be paid in line with Health Education North West – North Western's policy. Please see here for details: <https://www.nwpgmd.nhs.uk/sites/default/files/Interview%20Expenses%20Guidance.pdf> Please note that this policy has been updated with effect from 1st August 2014.
- The interview format will consist of 3 x 15 minute stations plus an additional station if you are applying for a dual specialty.
- Offers will be made in rank order according to applicant preference for each specialty. **You will be able to preference as many or as few of the available posts across England, Scotland and Wales.**
- If posts are not filled during the initial offers' process, we will coordinate a clearing process.
- The Applicants' Guide will be published on our website. All applicants are advised to read this guide before submitting their application.

UK Offers

How does the offers system work?

Offers are made in rank order for each specialty according to applicant preference. If you are ranked first, then you will be allocated your first choice. If you are ranked second, you will be allocated your first choice, unless that post has already been taken by the top ranked applicant. For a certain period of time, there will be the option to receive "upgrades" to any offer you decide to accept or hold. This means that if you accept an offer with upgrades of your fourth choice location and your second choice becomes available (because another applicant has declined it), then you will be automatically upgraded to this choice.

Please note the onus is on the applicant to ensure that they meet the deadlines and rules for accepting and holding job offers. There is more information on the offers process here: <http://specialtytraining.hee.nhs.uk/specialty-recruitment/recruitment-stages/stage-3-interviews-and-offers/>. **Please read through this guidance.**

What if I only want to work in the Deanery/LETB I'm currently in?

Recruitment processes have always allowed for applicants to choose to apply for and accept jobs in the same or different geographical areas, so the changes in process will not affect this.

For each specialty you apply to, you will be able to indicate your order of preference of posts via the UK Offers System. If you only want to apply for posts in a certain Deanery or LETB, then you can rank those posts and move the remaining posts into the "Not wanted" column. This will ensure that you do not receive an offer from any area in which you do not wish to work.

If you would like further information about the way the offers process will work can be found in the UK Offers Applicant Guide, which is available to download from: <https://www.ukoffers.org.uk/Login.aspx>.

Useful links and more information

Please check our web pages for more information: https://www.nwpgmd.nhs.uk/national_Psychiatry_Recruitment

You can see historic vacancies, competition ratios and fill rates by LETB/deanery here: https://www.nwpgmd.nhs.uk/national_Psychiatry_Recruitment_Comp_Ratios_Fill_Rates.

If you are interested in applying for a ST4 Psychiatry specialty post in Northern Ireland, please visit the Northern Ireland Medical and Dental Training Agency website via <http://www.nimmdta.gov.uk/>.

Contact Details

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You can also follow us on Twitter: [@NatPsychRecruit](https://twitter.com/NatPsychRecruit)

