

## National School of Healthcare Science

### Healthcare Scientist Training Programme Recruitment Process Summary for 2012

#### For Direct Entry candidates

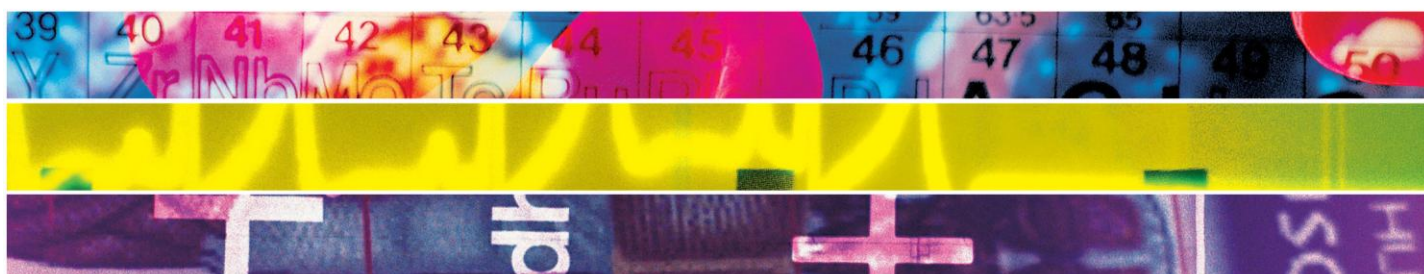
*This is the first of a series of regular briefings made available to employers and SHAs on the management processes for STP recruitment for 2012. This is for **direct entry candidates** only there will be a separate briefing for all in service candidates issued shortly.*

The recruitment to Scientist Training Programme training places will be managed in 2012 by a collaboration between the National School of Healthcare Science based in the West Midlands Workforce Deanery, the NHS Institute of Innovation and Improvement and the Department of Health MSC team.

#### Advertising and Applications

- All commissioned direct entry training posts will be advertised via a national advertisement in New Scientist and Jobs.ac.uk from 9th to 27th February 2012.
- All applicants will apply via online application systems managed by the NHS Institute of Innovation and Improvement.
- All applicants will answer a series of questions and aptitude tests that will ascertain their suitability to progress to the application stage.
- Applicants will be able to view the location of posts available at regional level. Applicants will have a maximum of 3 choices for their application variable by location or specialty or a combination of both.
- All applicants will have access to a Resource Centre managed by the NHS Institute of Innovation and Improvement to support queries/issues with the application process. The School will provide the resource centre with the information needed to give the applicants correct information.

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### Short listing

- Short listing will be undertaken by appropriate professional panels at a national level.
- Short listing panels will have representation from host training employers/scientists, professional bodies, trade unions, HEIs delivering the Masters programme and lay panel members if possible.
- Panel members will short list against agreed criteria, based on the skills and knowledge required for the training scheme, and will score applications independently.
- Scores will be ranked and those individuals with highest scores invited to interview by the NHS Institute of Innovation and Improvement
- Where scores are tied or queries are raised, Web Ex meetings will be arranged to discuss the final short list chaired by the appropriate Professional Advisor to the National School of Healthcare Science.

### Interviews

- National interviews will be held using the same process adopted in 2011. Details of this process will be available in future communications.
- Interviews held will be on a 3:1 ratio to new direct entry training posts with a reserve list equal to the number of commissions for the specialty/theme.

### Outcome and allocation

- Allocation to direct entry training posts will be made on a national basis and candidates matched to posts taking into account their preferred location/specialty
- Details of the allocation and appeals policy will be communicated later together with allocation to an academic provider.

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