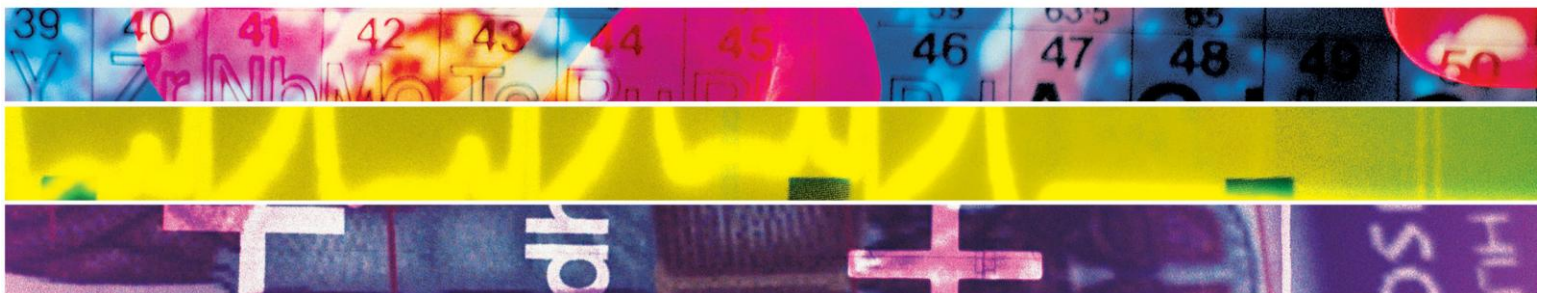


# Modernising Scientific Careers

## Scientist Training Programme (STP) Recruitment 2012

### Frequently Asked Questions

#### Modernising Scientific Careers



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## **General**

### **Q1 Which Universities will be offering the accredited Master Programme?**

- A. The Higher Education Institution offering the Master's degree were decided following a competitive tendering exercise in 2011 and are listed below;

Theme	Provider(s)
Medical Physics	Kings College London Newcastle University The University of Liverpool
Clinical Engineering	Kings College London
Blood Sciences	The University of Manchester The University of Nottingham
Cellular Sciences	The University of Nottingham
Infection Sciences	Barts & the London The University of Nottingham
Genetics	The University of Nottingham
CVRS	Newcastle University
Neurosensory	Aston University The University of Manchester

### **Q2 How much academic input will there be in the training?**

- A. The Scientist Training Programme is approximately two-thirds workplace-based training and one-third academic Masters Degree.

### **Q3 Will trainees graduating from the STP have a recognised international qualification?**

- A. A Masters degree from a Higher Education Institute is a recognised academic qualification under the European Qualifications Framework.

Trainees who are successful in both their academic and work place programmes will receive a professional certificate of competence.

### **Q4 What Scientific specialism should I apply for?**

- A. If you are applying for a new post you will be asked which specialism you want to apply for (or theme for Medical Physics and Clinical Engineering). You will have a maximum

of 3 choices where you can identify training posts you want to apply for either by location or specialty i.e., you can pick up to 3 different locations in one specialty or 3 different specialties in one location or a mixture up to a maximum of 3.

If you are being sponsored by your NHS employer to apply to the training as an in service trainee you will only be able to apply for a place on the training programme with your current employer .

To learn more about the individual specialisms refer to the NHS Careers website using the link below;

[www.nhscareers.nhs.uk/hcstp](http://www.nhscareers.nhs.uk/hcstp)

The curricula and learning guides are available on NHS Networks using the link below;

<http://www.networks.nhs.uk/nhs-networks/msc-framework-curricula/stp>

**Q5 Is the training programme right for me?**

A You should refer to the information available on NHS Careers to evaluate whether you think the training programme is right for you.

[www.nhscareers.nhs.uk/hcstp](http://www.nhscareers.nhs.uk/hcstp)

Should you require further information on a specialty you may wish to discuss with a department who has a post available this year.

**Q6 What kinds of people get a place on the STP?**

A All sorts of people can get a place. What they have in common is a passion for science and key competences, including resilience, values and strengths which fit with the values and needs of the NHS. Above all else our successful applicants understand the values of the NHS, have a desire to provide excellent scientific healthcare services to our patients and have aspirations to be leaders.

**Q7 How much will I be paid during the training?**

A Starting salaries will be AfC Band 6, £25,528 (excluding location allowance where applicable).

For In-Service candidates, the local employer is responsible for considering any issue of pay protection or payment at a higher salary for the duration of the training where applicable

**Q8 Is the training programme very competitive?**

A Hugely. We receive many more applications than there are places. Therefore you have to be fully committed to joining the NHS and our STP, and persevere with a highly competitive and demanding recruitment process.

**Q9 Where will I be trained?**

A When you apply you can choose which region or regions you wish to be based in. We will try to place you in your first choice. However, this may not always be possible and we may need to offer you a training post outside your preferred locations. Please note that in choosing an area, you are agreeing to be based **anywhere** in that region and the clinical rotations in the first year may not necessarily all be available in the same region that you have applied

**Q10 Are there STP opportunities outside of England?**

A There are separate scientist training schemes for the NHS in Wales, Scotland and Northern Ireland. To find out more, please go to the relevant websites.

**Q11 Am I guaranteed a job at the end of the training?**

A There is no guarantee of employment in the NHS on completion however you will be eligible to apply for appropriate scientific posts. For In-Service trainees, their on-going employment continues.

**Q12 What kind of job might I expect to have at the end of the training?**

A There's a wide range of healthcare scientist posts to choose from within any chosen specialism across NHS organisations. Your experiences on the STP will help you decide what type of scientific job you may wish take up upon completing the training.

**Q13 How long will the training programme last?**

A The STP is a 3 year work place based training programme during which participants also study part time for a masters in clinical science

**Q14 If I had applied for the STP previously, can I apply again?**

A Yes you can

**Q15 Will I need to contribute to the academic tuition fees?**

A. Tuition fees for the part-time Master's degree, which trainees will follow in parallel with their workplace-based training programme, will be fully funded by the NHS. However, payment of travel and subsistence costs, including attendance at courses, are at the discretion of the individual employer.

**Application and Eligibility**

**Q16 How do I apply?**

A For direct entry applicants we are open for new applications between 9<sup>th</sup> and 27<sup>th</sup> February 2012. Applicants should refer to the link below to access the online application tool.

<http://www.milkroundapplications.com/608/NHS-England/386/login>

Applicants are encouraged to view the information available on NHS Careers before submitting an application.

Employers will be advised of the dates and links for in service applications directly. Applicants should refer to their employer where this applies to them.

**Q17 What do I need to be eligible for the STP?**

A You should hold or be expected to attain EITHER an upper second or first class Honours Degree or equivalent in a relevant pure or applied science, OR a higher degree in the chosen specialism.

A higher degree and/or research experience in the chosen field or equivalent evidence of scientific knowledge and academic capability is desirable

**Q18 How many training posts can the candidates apply for?**

- A. Applicants will have a maximum of 3 choices to apply varied by location or specialty or both for new posts. In service applicants will only be able to apply for a place on the training programme with their current employer.

**Q19 Does the post restriction go across the UK?**

- A. The Scottish and Welsh schemes are entirely separate from the one in England and can be applied to in addition to the posts for the English scheme.

**Q20 Are candidates who will be graduating in this academic year eligible to apply for the training posts?**

- A. Candidates are required to have obtained their degree by the time the training programme commences in September 2012. Therefore any candidate who is currently studying and whose predicted grades indicate that they are likely to achieve a 2:1 or higher BSc degree or equivalent are eligible to apply.

**Q21 What is a relevant degree?**

- A. Successful candidates might have a variety of relevant qualifications and experience. As a minimum, candidates should have an upper second or first class BSc Honours Degree or equivalent in a pure or applied science. The most commonly accepted degrees will be:

Life Sciences: life sciences, biology, microbiology, genetics or biochemistry

Physical Sciences and Biomedical Engineering: pure or applied physics, engineering, applied mathematics

Physiological Sciences: physiology, pure or applied physics, engineering, biology or human biology.

Science degrees related to medicine and those such as biomedical science, medical electronics or biotechnology may also be considered suitable if relevant to the specialty or theme for which you are applying.

A second degree and/or research experience related to healthcare science specialisms, or equivalent evidence of scientific knowledge and academic capability would also be desirable.

**Q22 Are we looking to recruit new or more experienced graduates?**

- A. The national short listing panels will be judging which candidates most closely match the person specification. This focuses on whether an applicant has the required skills, knowledge and experience that could have been gained in a number of different settings. Successful candidates might have a variety of relevant qualifications, experience and potential.

**Q23 Will candidates who have already obtained an accredited MSc (e.g. MSc in Audiology) that satisfies our current training systems be exempt from the MSc component of the STP training programme?**

- A. Candidates wishing to apply for the STP Training Programmes in 2012 should be prepared to undertake the full academic and workplace-based components of the scheme. However, where a candidate wishes their existing qualifications to be considered as credit against parts of the academic STP Masters degree, this process of accreditation of prior learning (APL) is achieved on a case by case basis within universities. General information about this process is available from any university website.

**Q24 Could candidates who have significant relevant work experience be exempt from elements of the Workplace Based Learning?**

- A. Candidates wishing to apply for the STP Training Programmes in 2012 should be prepared to undertake the full academic and workplace-based components of the scheme.

**Q25 If a candidate has applied for a training post which is advertised within a particular specialism, will they be offered the opportunity to change specialism before commencing their 2<sup>nd</sup> year of training?**

- A. Towards the end of the period of rotations and the elective, the trainee healthcare scientist can discuss with their training officer which specialist route from within their themed programme they wish to follow. This will depend on the aptitude and skills of the

trainee and upon the needs of the NHS for different specialist skills. Where a trainee has selected their specialism before commencing the programme, subject to workforce demand and with agreement of their local employer, they may still be offered the opportunity to change.

**Q26 Are current NHS Employees eligible for the programme?**

- A Yes. We are keen to attract people already working in healthcare science and/or NHS employees on to the Programme. In-Service candidates must meet the same quality assurance criteria applied to the appointment (or admission) of Direct-Entry candidates (including interviews at the National Assessment Centre and on-line testing), but are not in competition for their substantive post.

**Q27 Will it help my application if I have some work experience in the NHS?**

- A Yes but it is not an essential requirement. However during the interviews prior knowledge of the NHS may be an advantage

**Q28 Is there an age limit?**

- A There is no age limit for applying to the STP.

**Q29 How can I find out more about the progress of my application?**

- A If you are invited to the next stage, you will receive your invitation via email and or text. You can also log on and check your progress via this link

<http://www.milkroundapplications.com/608/NHS-England/386/login>

There are also regular updates about the training programme on the NHS Institute of Innovation and Improvement [Facebook](#) fan page and [Twitter](#) page.

**Q30 How should I complete the online aptitude tests?**

- A You should practice the online tests in advance to prepare and familiarise yourself with what's involved and ultimately, to give yourself the greatest chance of success when it comes to the real online tests.

Please visit <http://www.psl.com/practice/> for more information and to practice the tests.

The tests that you complete provide us with accurate and valid data to help us make a decision whilst at the same time ensuring fairness.

Once you have submitted your completed online application you will be invited to sit the following online testing tools:

- Numerical Reasoning
- Logical Reasoning

You must submit your completed online application form by 12pm 27th February and you have until 5pm, 29th February to complete all your online tests however we strongly encourage you to complete your online tests as early as possible.

**IMPORTANT** – Please note there is a minimum pass mark for each online test. If you do not meet this benchmark you will not be permitted to continue with your application regardless of where you are in the process. Meeting this minimum pass mark does not guarantee that you will be shortlisted for the interview stage it means you are kept in the selection process until we have reviewed all remaining applications which will take place after the closing date.

## **The Selection Process**

### **Q31 What is the recruitment process?**

- A All applicants (direct and in-service) will answer a series of questions and aptitude tests that will ascertain their suitability to progress to the application stage. Applicants who successfully submit an application will be considered for short listing and will be notified of the outcome via email or text.

Interviews will be held on a national basis in May 2012.

### **Q32 How will the short-listing process be carried out?**

- A Short listing will be carried out on a national basis by appropriate professional panels who will be representative of employers, professional bodies, HEIs delivering the MSc programmes and lay personnel where 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.

**Q33 Who will inform the candidates that they have been short-listed?**

- A. The NHS Institute of Innovation and Improvement will inform the candidates whether they have been short-listed and will provide the dates of the interviews for their specialty/theme. The Institute will also provide an online tool which candidates can use to book their own interview slots. Candidates will not be reimbursed for their travel costs.

**Q34 How many candidates will be short-listed for each post?**

- A. Approximately three times as many candidates will be shortlisted as commissioned training posts. However, a reserve list of candidates will also be identified equal to the number of commissions agreed for that specialty or theme which will be drawn upon if first choice candidates withdraw from the process.

**Q35 Where and when will the Interviews be held?**

- A. Recruitment will be undertaken through a series of national interviews which will be organised by the National School of Healthcare Science and the NHS Institute of Innovation and Improvement, who are experienced in recruiting graduate trainees through this method. These interviews will be held in Birmingham. Dates will be available shortly.

**Q36 If an applicant has applied to several places are they expected to return several times for different interviews?**

- A. Where candidates have applied and been successfully shortlisted for more than one specialty/theme they will be required to attend multiple interviews. Candidates who identify different preferred locations in one specialty/theme will only be brought in for interview once.

**Q37 If an applicant is not able to attend the interviews on the date they have been allocated will they be offered an alternative date?**

- A. Due to the large numbers of candidates who will be required to pass through the interviews, we are not able to offer any flexibility on the dates candidates are invited to attend. The dates of the interviews for each theme and specialism will be available shortly.

**Q38 Will internal NHS candidates have to go through the national interviews?**

- A. Yes and they will also be required to complete an online application form, evidence their academic equivalence and demonstrate they have the support of their employer to ensure that they have the appropriate skills and experience for the training scheme.