Recruitment UK Style

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How do we pick good anaesthetists?

• Do we know what makes a “good” anaesthetist?
• Can we identify those who will become good anaesthetists
Knowledge, Skills and attitude

• Knowledge tested with exams. Ability to acquire knowledge assumed of those who have qualified as doctors.

• Some record of existing academic achievements examined in the recruitment process by application form and “portfolio” check
Skills

• Technical skills

• Non technical skills
“ANTS”

- Anaesthetists non-technical skills  Glavin, Maran, Flin.

- Observation in simulator environment
- Analysis of errors
ANTS

- Situation awareness
- Vigilance
- Communication skills
- Team working
- Coping under stress
- Organisation and planning
Apparently simple task

- Situational awareness
- Communication
- Teamwork
- Coping under pressure
- Organisation and planning
Recruitment process now

• 3 points of competition for jobs

• Core training 1 (after 2 years foundation posts).

• 3rd year of training

• Consultant post
Fall out Modernising Medical Careers

• Marching in the streets!!
National recruitment trainees

• Apply via central computerised system to posts you wish to be considered for
Application form

• Educational achievements eg relevant exams

• Summary work experience and competencies so far ie skills
Selection process

- 4 stage interview
- Portfolio review
- Clinical scenario
- Presentation
- Communication
Selection Process

• 2 consultants per station

• Independent scoring

• Totals added up and job offered to highest scoring candidate. Only at this point references reviewed
Ratio

• Interview 2 to 3 times number candidates for jobs available

• Require large numbers consultants with support staff to run

• Equal opportunity for all candidates to get a post
Does it work?

• Some preliminary evidence that exam success predicted by high score in interview.

• Low rates of trainees leaving programmes due to poor performance

• Food for thought