

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
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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