

Pre-registration Trainee Pharmacist Recruitment Newsletter

December 2016



www.lasepharmacy.hee.nhs.uk/national-recruitment/

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Welcome to the Pre-registration Trainee Pharmacist Recruitment Newsletter.

What's in this edition:

- What has happened since the last newsletter?
- National Recruitment and Selection (England & Wales): how will it all be managed?
- Coming soon for employers
- Selection Centres
- Situational Judgement Tests: what are they?
- Multiple Mini Interviews: what are they?

What has happened since the last newsletter?

This month we have been building a database and contacts lists for all community pharmacy employers that have expressed an interest in being part of the National Preregistration Pharmacist Recruitment Scheme in 2017.

We have also been working with the IT suppliers to agree the fine detail of the ORIEL system as it will apply to pharmacy.

We have started work on the student application form that will be part of the ORIEL system. We have met with the Pharmacy Schools Council to discuss our proposals and how we can work closely with the Schools

We have agreed what information we will require from employers.



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National Recruitment and Selection (England & Wales): how will it all be managed?

Responsibility for the overall leadership and management of the national recruitment scheme will sit with a National Programme Recruitment Office (NPRO): for preregistration pharmacists the NPRO will be in London and the South East. It will be the responsibility of the NPRO to manage and co-ordinate the programme to launch and implement a national recruitment scheme. As part of that the NPRO will:-

- Ensure an agreed person specification/ vacancy description is in place and advertised.
- Manage communications (inc responding to applicant enquiries).
- Work with the IT supplier to ensure the ORIEL platform is designed for pharmacy recruitment, adequately tested and goes live on June 1st 2017.
- Work with the Work Psychology Group to design the selection processes.
- Set key dates i.e. closing dates for applications. Interview dates, offer dates etc.
- Undertake all longlisting of applications.
- Manage the offer process.
- Ensure the scheme is fully evaluated.

Given the size of the project and the importance of working with localities, we have now identified Regional Recruitment Leads to work alongside the NPRO as part of a HEE Pharmacy Recruitment Team. There are 8 Regional Recruitment Leads: 4 specialising in Recruitment and 4 Pharmacy Leads. In addition, there is representation from Wales on the group. The Regional Recruitment Leads will be :

- Contacting and collecting relevant information from employers to support promotion and implementation of the recruitment scheme.
- Deciding upon the number and location of recruitment venues to be used for interviews.
- Identifying recruiters to assist in the selection process.
- Running regional selection centres.
- Advising the NPRO on the development and operations of the national recruitment scheme.

The Regional Recruitment Leads are:-

	Name	Role
North	Matt Ciapa	Recruitment lead based in HEE North West
	Geoff Saunders	Pharmacy lead based in HEE North West
Midlands and East	Helen Mckee	Recruitment lead based in HEE East of England
	Judy Croot	Pharmacy lead based in HEE East of England
South	Janis Mumford	Recruitment lead based in HEE Thames Valley
	Andrea Hollister	Pharmacy lead based in HEE Thames Valley
London and South East	Mark Bellaera	Recruitment lead based in HEE London and South East
	Gail Fleming	Pharmacy lead based in HEE London and South East
Wales	Michele Sehwat	Pharmacy lead based in Wales

Employers – keep an eye out for these names – they will be contacting you in the first week in December!

Coming soon for employers

A huge thank you to all of the employers that have been so supportive of the scheme. We have now received expressions of interest from community pharmacy employers for over 1600 preregistration pharmacist posts which is more than we ever imagined for the first year! Unfortunately, we cannot process any expressions of interest that come in now – however there will be an opportunity to sign up next year to participate in the recruitment round for trainees to start in 2019.

The Regional Leads will be contacting all employers – both NHS Trusts and community pharmacy employers that submitted an expression of interest -in the first week of December to start collecting all of the necessary information required to progress the scheme. There will be 3 different categories:-

- Information about programmes that will help students to preference training sites.
- Information about employers to ensure they can access relevant information about applicants who have accepted training programme offers.
- Confirmation of participation – this will include the quality markers that employers will be required to have in place as well as some simple terms and conditions required as part of taking part in the scheme.

We recognise that the timing of data collection is not ideal and we hope that having a six-week window for completion will help somewhat. The data collection window will run from early December to 16th January 2017. Once we have collected this data, we will be able to share with students a definitive list of all employers that will be recruiting through the scheme in 2017 for programmes commencing in August 2018.



Selection Centres

We are delighted to be working with the Work Psychology Group again in the next phase of the project. The Work Psychology Group led on the production of the Preregistration Pharmacist Professional Attributes Framework earlier this year which has been very well received. If you have not familiar with the framework you can access it at <https://www.lasepharmacy.hee.nhs.uk/national-recruitment/>. The person specification and Professional Attributes Framework will underpin how we select our future preregistration pharmacists. A blueprint for selection has been drafted and the next steps will be to commence writing questions.

We will be running workshops across the country in January and February 2017 as follows:-

Item Writing

Jan 10th 2017 Gatwick
Jan 12th 2017 Bath
Jan 17th 2017 Cambridge
Jan 19th 2017 Leeds

Item Review

Feb 22nd 2017 London
Feb 28th 2017 Manchester

If you are interested in taking part, please contact Rachel Driver at r.driver@workpsychologygroup.com. Selection will take place using Situational Judgement Tests, Multiple Mini Interviews and a Numeracy Test.

Situational Judgement Tests: what are they?

Situational judgement tests (SJTs) are a method used to assess individuals' judgements about hypothetical role-relevant scenarios, which reflect situations that are likely to be encountered in their job role. They focus on measuring non-academic attributes (e.g. empathy, integrity) and should be developed in collaboration with subject matter experts, to ensure that scenarios are relevant and realistic.

Once designed, SJTs represent a cost-efficient selection tool that can be administered to large numbers of candidates compared to other tests of non-academic attributes (e.g. personal statements, structured interviews) and are standardised in terms of their delivery and scoring.

(For more information please see Patterson, F., Zibarras, L., & Ashworth, V. (2016). Situational Judgement Tests in medical education and training: Research, theory **and practice**: AMEE Guide No. 100. Medical teacher, 38(1), 3-17).

Multiple Mini Interviews: what are they?

The Multiple Mini-Interview (MMI) is a selection method similar in structure to Objective Structured Clinical Examinations (OSCE). Applicants rotate every few minutes around a series of stations which are typically designed to assess non-academic attributes (e.g. communication or problem solving), although they can also measure academic/clinical skill. Similar to selection centres and OSCEs, MMIs allow a wide sampling of candidates' competencies in order to gain a more accurate picture of their overall ability, and to overcome interviewer bias by sampling applicants' behaviour multiple times across different interviewers.

Ideally each station should take about 5 minutes and can have a variety of formats (e.g. a task, interview question or discussion point). MMIs have become increasingly popular in the context of healthcare selection of the last few years, prompted in part by the advent of values-based recruitment.

(For more information please see Rees, E. L., et al (2016). Evidence regarding the utility of multiple mini-interview (MMI) for selection to undergraduate health programs: A BEME systematic review: BEME Guide No. 37. Medical teacher, 38(5), 443-455).

Contact us:

Further information about the National Preregistration Pharmacist recruitment scheme is available at: <https://www.lasepharmacy.hee.nhs.uk/national-recruitment/>

Please email specific queries to preregpharmacyrecruitment@hee.nhs.uk