

# Pre-registration Trainee Pharmacist Recruitment Newsletter

## April 2018



Welcome to our Spring 2018 Newsletter which provides the latest news on the development and implementation of a National Pre-registration Pharmacist Recruitment Scheme for England and Wales.

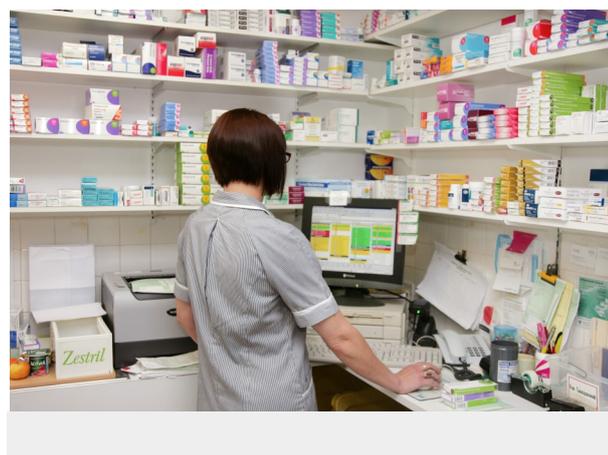
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### Phase 1 Evaluation of the 2017 Pre-registration Pharmacist Recruitment Scheme

Recently we published the evaluation ([available here](#)) of the first year of running the National Recruitment Scheme. Overall, findings indicate that the pre-registration pharmacist recruitment scheme is effective, fair and supports all applicants who exceed threshold selection centre scores to stay in the recruitment process.

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Developing people for health and healthcare

## Phase 1 Evaluation of the 2017 Pre-registration Pharmacist Recruitment Scheme (Continued from Page 1)

The selection methods utilised within the scheme were evidence-based, demonstrated good levels of quality and difficulty and were able to effectively differentiate between applicants. There were good levels of acceptability for both applicants and interviewers.

More than half of the total pre-registration pharmacist places across England and Wales were filled via the National Recruitment Scheme. The fill rate for places advertised through the Scheme was 75%. All places were filled in hospitals. In community pharmacy it was lower than expected (62%) particularly in medium sized community pharmacy businesses.

Not all applicants deemed appointable following the selection process secured a pre-registration training place offer through Oriel. These applicants can be clearly categorised as either requiring tier 2 sponsorship (where the number of places providing sponsorship was limited) or not preferencing enough programmes.

Through the National Pre-registration Pharmacist Recruitment Scheme, places were offered and accepted for approximately 60% of all pre-registration pharmacist posts in England and Wales due to

commence in August 2018. Action planned as a result of this evaluation will aim to ensure the scheme achieves increasing fill-rates over subsequent years.

### Next steps

As a priority, HEE will continue to work with community pharmacy representatives and employers to identify actions that will positively impact upon application numbers and fill-rates for this sector.

A number of amendments have been made to the application process and systems for 2018, these are set out later in this newsletter.

Phase 2 of the evaluation strategy is now planned, with an emphasis on obtaining a deeper understanding of overall recruitment process engagement as well as the longer-term impact. A priority area of focus in this second phase is further study into applicant behaviours throughout the recruitment process. A greater understanding of participation factors, preferencing behaviour and subsequent decisions about training place offers will support identification of key influences and interventions for better outcomes.

## Timetable for Recruitment

The deadline for employers to sign up to recruit via the National Scheme in 2018 for trainees commencing 2019 has now passed. Regional teams are now in the process of checking entries which will be [available to view on Oriel](#) from June 6th.

Recruitment Activity	Date*
Oriel Applications open	6 June 2018
Applications close	27 June 2018
Multiple Mini Interview (MMI) booking window	23-30 July 2018
Numeracy/SJT centre booking window	1-15 August 2018
Preferencing window	8 August-31 October 2018
MMI Selection centres dates	3-21 September 2018
Numeracy/SJT centre dates	1-12 October 2018
Offers released to applicants	Early November 2018
Employers informed of successful applicants	December 2018
Programmes commence	July/August 2019

\*Please note all dates are subject to change.

## What's new in 2018?

### **The multiple mini interviews (MMI) and numeracy/situational judgement test (SJT) will be undertaken on separate days.**

There was general agreement last year that running both the MMI and Numeracy/ SJT on the same day was a long day for applicants. To improve this experience we have decided to separate the MMI and Numeracy/ SJT elements. The MMI will be taken during September in the same way as last year. The Numeracy/ SJT will move to online delivery and will be run at Pearson Vue centres across the UK (and abroad if necessary). Pearson Vue have a large number of centres thereby reducing the travel requirements for applicants. Slots for both can be booked online.

### **The Oriel application and preferencing will take place at separate times.**

Last year there were a lot of applicants that either did not preference enough programmes to be made an offer or included programmes as preferences that they subsequently did not really want. Considered and careful preferencing is absolutely critical to the successful operation of a national recruitment scheme and as a result we have been giving a lot of thought to how we can provide more opportunities for applicants to preference. The first step is to move preferencing to a later stage of the process. This year applicants will not be required to preference at the point of application in June. Instead the preferencing window will open later on Aug 8th and remain open until October 31st. This gives applicants more time overall as well as being able to factor in their experience from placements or experience over the summer.

### **Applicants will benefit from an enhanced preferencing feature within Oriel allowing greater flexibility and choice.**

As well as lengthening the time available to preference, we will also be introducing an “enhanced preferencing” feature to provide further opportunity for applicants to review their preferences if they are not offered their first choice. When offers are released there will be two categories where changes can be made:-

- Applicants that have not been made an offer at all can revisit their preference lists and amend them. This will be particularly important when applicants have not preferred enough programmes in the first instance but wish to secure a place through the scheme.
- Applicants have been made an offer but it was not their first choice. They may choose to accept this offer with the upgrade option. Enhanced preferencing allows applicants to change their preference list at this stage. An example is shown below:-

#### *Enhanced preferencing*

*Meera was offered her 12th preference position and wishes to accept the offer with upgrade. However since making her original preferences, Meera's family situation has changed and it would no longer be viable for her to travel to her 6th, 7th, 8th or 9th preferences. Meera is worried that she could be offered these through the upgrade option. Enhanced preferencing will prevent this situation happening. When Meera receives her offer she will also be able to amend her preferences ie she can remove preference 6, 7, 8 and 9 from her list com-*

### **Industry programmes are expected to be recruited via Oriel.**

The number of programmes is not confirmed yet but any programmes that are split with hospital and part funded by Health Education England must be recruited via Oriel this year. Further details relating to this will be circulated prior to applications opening.

### **Bradford sandwich course programmes will be recruited via Oriel.**

Bradford sandwich students were recruited into their 6 month placements using the National Recruitment Scheme processes last year but applications and preferences were submitted manually and managed by the University. This year sandwich students will apply via Oriel. They will apply for a 6 month sandwich programme that will be clearly indicated on the system.

### Red Flag policy to include students sharing questions.

Last year we introduced a Red Flag policy to manage any unacceptable behaviours that would not have been identified through the attributes being assessed but could lead to exclusion from the Recruitment Scheme. The policy will remain in place this year but will be extended to include the sharing of interview questions as unacceptable. Where evidence indicates that an applicant has shared questions with others, they will be removed from the Recruitment Scheme.

### Collecting data on parental responsibilities.

Applicants can be allocated a programme in a specific geographical location at present if they have a medical condition or are caring for someone with a medical requirement or disability that qualifies under our Special Circumstances policy. Parental responsibilities do not currently qualify for Special Circumstances but we would like to consider this as an option in future. To help us determine the potential impact of this, we will be asking all applicants to indicate on their application whether they have any parental responsibilities.

## Multiple Mini Interview Selection Centre Venues 2018

Dates	Venue
3-7 September 2018	The Hawthorns Football Stadium (West Bromwich)
4-5 September 2018	The Etihad Football Stadium (Manchester)
11-12 September 2018	Elland Road Football Stadium (Leeds)
11-13 September 2018	Kassam Football Stadium (Oxford)
13-14 September 2018	Cardiff Football Stadium (Cardiff)
17-21 September 2018	Stewart House (London)
18-19 September 2018	The Mercure Hotel (Bristol)

You can learn more about how to preference on Oriel [here](#).

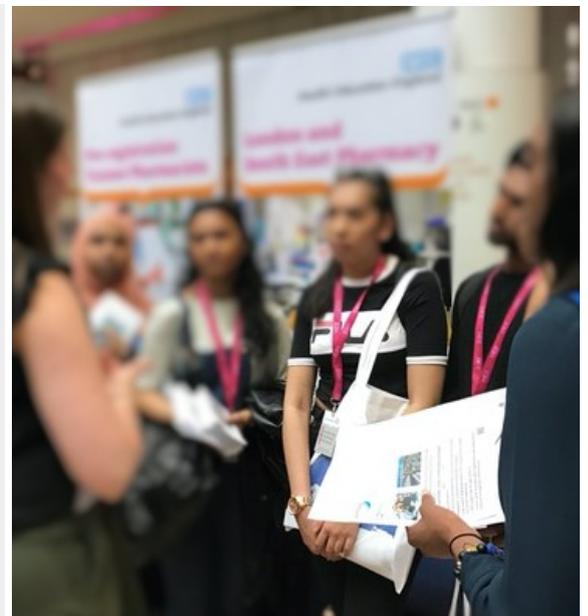
## Open Days

As highlighted above, one of the best ways to find out more about an employer and the programmes on offer is through Open Days. Regional information including some Open Days is available [here](#).

This list is not exhaustive though and you should also keep an eye out for information coming out via schools of pharmacy and on social media.

### Information for Employers

If you are planning any Open Days, please ensure that your Regional Pharmacy Lead is aware as they should be able to assist you with promoting these. You should also share with Schools of Pharmacy and the BPSA. We also encourage you to promote Open Days via social media. If using twitter please use the hashtag #pharmorie18.



## More Information

### Applicants

If you are a student at a University of Pharmacy, your School will be organising presentations/ training sessions on how to apply. You must attend these and access all support available. Last year there were students that did not attend these sessions and then struggled with preferencing in particular.

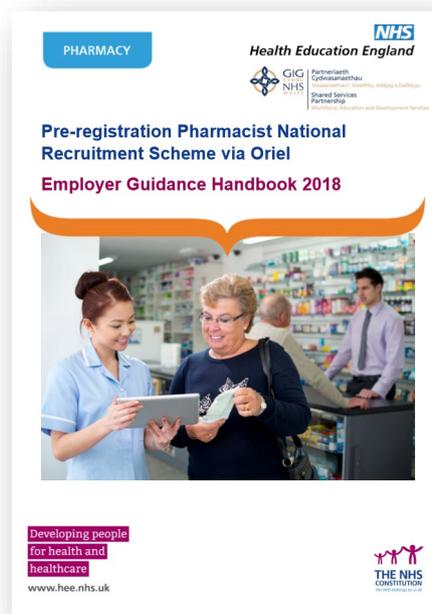
You will also be able to read more via the Applicant Handbook. This will be released on April 30th 2018 and will be available on the [Oriel system](#) by selecting the 'Resource Bank' option from the main menu bar.

If you have an enquiry that is not answered in the handbook or by your School of Pharmacy Pre-reg Careers Lead, you should go to the enquiries portal at : [HEE London and South East Support Portal](#).. On the portal you will see a list of Frequently Asked Questions. If these do not answer your query, you can submit a question. This will be responded to within 48 working hours

### Employers

An [Employers' Handbook](#) has been produced that provides details on the full selection process and our requirements of employers.

If your query is not answered in the handbook, please contact your local Pharmacy Lead (contact details in the handbook).



[www.lasepharmacy.hee.nhs.uk/national-recruitment/](http://www.lasepharmacy.hee.nhs.uk/national-recruitment/)