

Selection to the UK Foundation Programme Request for clinician SJT advisors

Selection to the Foundation Programme is based on a Situational Judgement Test (SJT) and an Educational Performance Measure (EPM). [Work Psychology Group \(WPG\)](#) and [MSC Assessment](#) lead the development of the SJT on behalf of the Higher Education England and the four health departments.

We are looking for clinicians working closely with Foundation Programme doctors to help develop further SJT test content, to ensure that the national selection continues to be fair, robust and relevant. Advisors should be familiar with, and senior to, the FY1 role, including responsibilities and tasks undertaken as well as the necessary skills and abilities required for the role. We would like the clinicians involved to represent the diversity of the NHS, and as such would encourage applications from people of all ethnicities and backgrounds.

How you can get involved

We are asking for clinicians who work closely with Foundation Doctors to draw on their experience and help to develop new SJT items in one of the following ways;

- March: One day item writing workshop (FY2s and senior clinicians) (CPD accredited*)
- April – May: Telephone interviews (FY2s and senior clinicians) (45mins – an hour)
- May: One day focus group item review workshop (FY2s and senior clinicians) (CPD accredited*)
- June: half day concordance panel (senior clinicians only)

More detail about each stage is set out overleaf. Thank you in advance for your help.

Overview of the SJT

The SJT is a written test targeting the key attributes in the Foundation Programme person specification including patient focus, commitment to professionalism, coping with pressure, effective communication and team working, above and beyond the clinical knowledge demonstrated by the primary medical qualification, and performance at medical school as measured by the EPM.

The SJT presents applicants with a series of work-relevant situations and asks them to identify the most appropriate or important responses in one of two formats – rank five responses or select three responses from eight. We rely on clinician input to identify plausible and challenging scenarios that an FY1 might encounter and be expected to manage, and to agree the order of correct responses. For more information about the SJT please see <http://www.foundationprogramme.nhs.uk>

SJT item development

MSC Assessment and WPG manage an annual programme to develop new SJT items, to ensure the longevity of the SJT by continually updating the item bank. These items are trialled in the final test papers so that only those items known to have good performance data are used. For more information about the SJT item development process, test construction or past performance data please see www.isfp.org.uk

Register your interest: Please contact Jo Hasse stating your availability for a telephone interview (Mon-Fri 9-5pm), or the item writing workshop/review workshop/concordance panel session you are able to attend.

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Stage 1a: Item Development Telephone Interviews

March – April 2019

Invitation for senior clinicians working closely with foundation doctors and FY2s

You will not be expected to write the items, but you will be helping to generate realistic and relevant ideas for their content. The trained interviewer will use this information to develop the SJT items.

Format: Each telephone interview lasts for approximately one hour and will be arranged at a time to suit you. In advance of the call, you will be asked to consider possible scenarios in which you have observed an FY1 display particularly effective or ineffective behaviour possible scenarios. These will be further explored with you during the call. This will include the pre-cursor to the incident, who was involved, what the outcome was and other possible ways that the scenario could have been dealt with.

Register your interest: Please contact Jo Hasse, stating your earliest availability Mon-Fri, 9am-5pm.

Stage 1b: Item Writing Workshops (CPD accredited*)

Invitation for senior clinicians working closely with foundation doctors and FY2s

Tuesday 19th March 2019, 10.00 – 16.30, London

Monday 25th March 2019, 10.00 – 16.30, Edinburgh

Thursday 4th April 2019, 10.00 – 16.30, Kegworth

The aim of item writing workshops is for clinicians to generate realistic and relevant SJT items. Prior to the workshop, you will be asked to spend some time thinking of incidents or scenarios to bring to the workshop. During the workshop, a trained item developer will introduce you to SJT item writing principles and in pairs, you will write a number of items. A trained item developer will refine the items further following the item writing workshop.

Participants: We are seeking 10-12 clinicians for each event, allocated on a first come first served basis.

Stage 2: SJT Item Review Workshops (CPD accredited*)

Invitation for senior clinicians working closely with foundation doctors and FY2s

Wednesday 15th May 2019, 10.00 – 16.30, Birmingham

Thursday 16th May 2019, 10.00 – 16.30, Oxford

Tuesday 21st May 2019, 10.00 – 16.30, London

The aim of review workshops is for clinicians and Foundation Year Two (FY2) doctors to discuss and review SJT items for relevance and fairness, and to reach agreement on the order of correct answers. Review workshops enable clinicians from a range of specialties to provide input into item development.

Participants: We are seeking 10-12 clinicians for each event, allocated on a first come first served basis.

Please note that only a small number of FY2 doctors are able to attend these events.

Stage 3: SJT Concordance Panels

Invitation for senior clinicians working closely with foundation doctors

Tuesday 11th June 2019, 10.00 – 13.00 or 14.00 – 17.00, London

Monday 17th June 2019, 13.00 – 16.00, Manchester

The aim of concordance review is to identify a high level of consensus/agreement between experts on the order of correct answers. Attendees will be given a set of SJT items, which have been developed and refined following telephone interviews and focus groups, to answer individually. You may wish to provide additional comments on some of the individual items. The concordance panels enable clinicians from a range of specialties to provide input into the final answer key.

Participants: We are seeking a minimum of 12 clinicians, allocated on a first come first served basis.

*subject to accreditation from the RCP