



Royal College of Anaesthetists

Applicant Guidance

Round 3

February 2020

Anaesthetics/ACCS Anaesthetics CT1

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1. Introduction

The Anaesthetics National Recruitment Office (ANRO), part of Health Education England working across the West Midlands, co-ordinates the nationally agreed and quality assured process for recruitment to Anaesthetics/ACCS Anaesthetics Core Training Programmes (CT1) on behalf of the Royal College of Anaesthetists (RCOA).

Recruitment to Core Training (CT1) posts will take place twice a year, once for August 2019 starts and once for February 2020 starts. Round 1 covers August 2019 commencement; Round 3 February 2020 commencement. **This guide relates to Round 3 only.**

All submitted applications for Anaesthetics training will be assessed using a standard, national and consistent staged process outlined below. This is an established selection process using modern methodologies that are fair, robust and fit for purpose.

For an Anaesthetics training post, an applicant makes one application for *all* participating Health Education England (HEE) Local Offices, NHS Education for Scotland (NES), Northern Ireland Medical & Dental Training Agency (NIMDTA) and the Health Education and Improvement Wales (HEIW). **In this Round, only HEE and HEIW are participating and therefore at the time of application you will only be able to choose one 'cluster': England & Wales. Please note that you will be considered for appointment across both nations.**

Once eligibility checks have been completed, i.e. longlisting, all eligible applicants will be invited to book a place at a Selection Centre. There is no shortlisting and all eligible applicants are guaranteed a slot at a Selection Centre of their choice from those available.

The method being used in England and Wales is known as a Single Transferable Score (STS) as applicants are not restricted to only being offered a post in the area they attended Selection Centre. The system is designed to maximise the numbers of applicants and opportunities for successful appointment.

You should also refer to both the [Oriol Applicant User Guide](#) (for technical help with the on-line application form) and the [2019 Medical Specialty Recruitment Applicant Handbook](#) (for general information about the national recruitment processes administered by HEE).

1.1 Evaluation of the Recruitment Process

Anonymous data from the recruitment process including scores awarded and feedback collected on the day of the Selection Centre, will be used to evaluate and refine the national selection process. Data may be correlated with anonymised scores from outcome measures during your future training such as success in professional examinations.

2. Application Window

Advertisements will appear on NHS Jobs; Find a Job; in the BMJ and on the Oriel recruitment system on **Wednesday 17th July 2019**.

Applications will be accepted from **10.00am (UK time) on Tuesday 30th July 2019** until **4.00pm (UK time) on Thursday 15th August 2019**. Applications must be made through the Oriel system; applications will not be accepted in any other way. Oriel can be accessed [here](#).

No late applications will be accepted.

Support for applicants experiencing problems with their application will be available from ANRO during normal office hours (i.e. Monday to Friday 9am-5pm) for the duration of the application window.

Please be aware that the Oriel system does not support internet browsers that have reached the end of their product support lifecycle.

3. Recruitment to ACCS (Anaesthetics) CT1

Anaesthetics and ACCS (Anaesthetics) will be recruited as one process, following the process outlined in this document.

If you wish to follow a career in Anaesthetics, you should apply with a single application which covers both core Anaesthetics and ACCS (Anaesthetics). There is no need to submit a separate application for each.

Applicants wishing to apply for either of the other ACCS specialty streams (i.e. Acute Medicine and Emergency Medicine) should visit <https://specialtytraining.hee.nhs.uk/> to find out how to apply for these.

4. Communications Regarding an Application

Contact regarding your application will be via direct messaging through Oriel.

ANRO administrators *should* also send an email as a secondary form of communication. However, as emails are external to the Oriel system, delivery cannot be guaranteed and therefore this method of communication should **not** be relied upon.

You should make sure that you are using an email account that you can access at any time and will not be blocked by your employer's IT security system. If you are uncertain about this, you should check with your IT department at work.

5. Preferencing

At the time of application you will be asked to preference England and Wales only. are not participating in this round.

Providing you meet the longlisting criteria, you will be guaranteed a slot at Selection Centre. Each applicant will have a maximum of one assessment for Anaesthetics/ACCS Anaesthetics CT1.

A list of the HEE Local Offices Health Education and Improvement Wales posts recruiting at this level is available on [ANRO website](#).

Please be reminded that the recruitment process is competitive with more applicants than posts available.

6. Self-Assessment

The application form will contain a number of self-assessment questions. It is imperative that you answer the self-assessment questions accurately and honestly.

Please note: the self-assessment criteria for 2019 has been revised and applicants are advised to familiarise themselves with this before commencing their application. The self-assessment criteria can be found on [ANRO website](#).

The self-assessment will be ratified as part of the Portfolio station at Selection Centre and you will be required to provide evidence to support your score. Deliberately falsifying or giving dishonest answers is in breach of Good Medical Practice and may result in referral to the General Medical Council on the grounds of probity.

ANRO are not at liberty to give advice to applicants on their scores/answers. Self-assessment is intended as a reflection of where an applicant feels they are with regards to certain criteria considered important for a career in Anaesthetics.

If you feel you could justify giving yourself a certain score at Selection Centre then you are encouraged to put that score on your application form. If you require further advice ANRO would recommend speaking to your Educational Supervisor and/or College Tutor.

Please also read the additional guidance on our website <https://anro.wm.hee.nhs.uk/> under the download section

7. Deferment of Start Date

Deferments to start date will only be considered on statutory grounds as stated in the Gold Guide i.e. maternity leave or ill health.

Deferment for any other reason will not be permitted.

If you wish to request a deferment to your start date, you must declare this on your application form. If you accept an offer you should contact your recruiting HEE Local Office Health Education and Improvement Wales as soon as possible regarding your deferment.

8. Flexibility in Deployment of Trainees (England and Wales)

In England and Wales there are formalised processes to assist applicants to train in desired locations.

8.1 Special Circumstances

To ensure that applicants with special circumstances and a requirement to train in a particular location are treated in a fair and consistent way, those applicants wishing to be considered for special circumstances pre-allocation should ensure that they state this on their application form. Requests for consideration of special circumstances received in any other way will not be accepted.

Applicants wishing to be considered for special circumstances should complete the special circumstances application form (available from <https://www.oriel.nhs.uk/Web/ResourceBank>) and forward this, together with the following supporting evidence by email to mdrs.nationalrecruitment@hee.nhs.uk as soon as their application has been submitted electronically

It is important that you review the relevant section in the [2019 Medical Specialty Recruitment Applicant Handbook](#) for full details on the eligibility criteria and administrative process.

8.2 Offer Exchanges/Enhanced Preferencing

ANRO understand that applicants can have a change in circumstances for any number of reasons in the time between sub-preferences being made and offers being released.

For applicants who have accepted or held a post, you will be able to change your upgrade options to not only include those sub-preferences that were originally ranked higher than the offered post, but also those that were ranked lower or not at all (see section 18.1).

Applicants who have not been made an offer can also make amendments to their expressed sub-preferences. ANRO will keep sub-preferencing open throughout most of the recruitment process. They will be closed between offers algorithms and release of offers (see section 16).

Further information on this is available in the [2019 Medical Specialty Recruitment Applicant Handbook](#) (page 24).

8.3 Adjustments under the Equality Act 2010

All recruiters are aware of the requirements of the Equality Act 2010 and in this regard, recruiters will make reasonable adjustments to accommodate applicants at Assessment and Selection Centres provided these are made known in advance. Applicants who require adjustments (e.g. wheelchair access, extra time, nursing mothers) will be required to submit supporting evidence to substantiate the required adjustment. This evidence will need to be uploaded to Oriel via the Document Upload dashboard as "Supporting evidence" and attached to the application form at the point of application.

Adjustments cannot be guaranteed if evidence is provided late and no adjustments can be made on the day of the assessment.

In some instances, to satisfy requests for adjustments, it may be necessary to schedule an Assessment/Selection Centre place at a specific time or a specific location.

ANRO will be unable to review your request if supporting evidence is not provided.

Once applicants have booked a slot at a Selection Centre, ANRO expects the applicant to forward any reasonable adjustment requests to the Selection Centre lead contact.

9. Application process for International Medical Graduates (IMGs) without Right of Residence

Please refer to national guidance from Health Education England and UK Visas and Immigration to confirm whether or not you are eligible to apply.

10. Assessment of Foundation Competency

All applicants to CT1/ST1 posts are required to provide evidence of having met the UK Foundation Competences, or equivalent, within the 3½ years prior to the intended commencement date for the advertised post(s).

- **Currently on a Foundation Programme** - Applicants currently undertaking a recognised foundation programme in the UK which is due to finish by August 2019, will need to confirm the name of their Foundation School but do not need to submit any other evidence at the point of application. Any offer of a training programme will be conditional upon successful completion of the Foundation Programme and being awarded a Foundation Programme Certificate of Completion (FPCC) before August 2019.

***Please note:** UK Affiliated Foundation Programmes include those in Malta. The Maltese Foundation School awards the Foundation Programme Certificate of Competence (and previously FACD 5.2) to the same standards as other UK Foundation Schools and as such is considered equivalent.*

Those applying who will require a delayed start date due to illness or maternity during their Foundation Programme, will be permitted to apply and defer in order to allow them to complete their Foundation Programme.

- **Already completed a Foundation Programme** - Applicants who have already completed a UK Foundation Programme will be asked to confirm that they have been awarded an FACD 5.2 or an FPCC, signed no earlier than 3½ years prior to the advertised start date for the training programme to which they are applying. A scanned copy of the FACD 5.2 or FPCC must be uploaded to the Oriel application.
- **Currently on a Specialty Training Programme** - Applicants currently in active clinical or clinical and academic practice in a UK educationally approved training post (CT/ST/LAT or equivalent), holding either a National Training Number (NTN) or Deanery Reference Number (DRN) will be considered as having had their foundation competences assessed on entry to their current post and do not need to demonstrate these again, regardless of when foundation competences were signed off.

***Please note:** Applicants in this category, who relinquish their NTN or DRN between the time of application and commencement will be required to submit a Certificate of Readiness to Enter Specialty Training for the period out of training.*

- **Applicants who do not fall into any of the above categories** - will be required to submit a Certificate of Readiness to Enter Specialty Training signed by a consultant who has supervised them for at least 3 months (whole time equivalent and continuous period) in the 3½ years prior to the advertised start date for the training programme to which they are applying. Applicants may submit multiple Certificates, from different posts to show evidence of achievement of all competences. All submitted certificates must relate to posts undertaken for at least 3 months (whole time equivalent and a continuous period) in the 3½ years preceding the advertised start date. Scanned copies of the certificates must be attached to the Oriel application form. Original document(s) will be requested at a later date.

Please note:

- *When submitting the Certificate/s, all competences must be signed as achieved at the time of application. Certificates will not be accepted where it is stated that outstanding competences will be achieved before the advertised start date of the post.*
- *Certificates of Readiness to Enter Specialty Training will be accepted where the assessed post has been wholly undertaken in the 3½ years prior to the commencement of the training post to which the applicant is applying; even if the form is not the one dated 2019. Prior to 2019 recruitment, the certificate was known as the Alternative Certificate of Foundation Competence. These will still be accepted providing they are still valid.*
- *The only exception to this is if you are a refugee. Refugees (as defined on the UKVI website: <https://www.gov.uk/government/organisations/uk-visas-and-immigration>) are advised to contact the recruiting organisation for further guidance but should submit a Certificate of Readiness to Enter Specialty Training, if possible.*

11. Fitness to Practise

Applicants who answer *yes* to any of the Fitness to Practise questions on the application form must complete a form (see link below) and submit it to ANRO together with further supporting information, if applicable.

Forms are available from the resource bank on the specialty training website (<https://specialtytraining.hee.nhs.uk/Resources-Bank>).

Further details on the nature of the declaration may be requested and should be provided prior to the deadline for submission of applications. Failure to provide this detail by the closing date may result in the application being rejected.

12. Reapplication to Specialty Training

Specialty training posts and programmes are not normally available to any doctor who has previously relinquished or been released or removed from that training post/programme. However:

12.1 Support for Reapplication to Specialty

If you have previously resigned or been removed from an Anaesthetics/ACCS Anaesthetics Core Training Programme, you will need to provide full details of the resignation/release/removal. This must be provided on the [Support for Reapplication to a Specialty Training Programme](#) form and approved by both the Head of School/Training Programme Director **and** Postgraduate Dean in the HEE Local Office, NES, NIMDTA or Health Education and Improvement Wales where training was previously undertaken.

This evidence **must** be uploaded to your Oriel account via the *Document Upload* dashboard as *supporting evidence* and attached to your application *at the point of application*. A new form has to be completed, with appropriate support for application, each recruitment year. Forms completed in previous recruitment years will not be accepted.

Any applications from excluded trainees without submitted evidence **will not** progress any further in the recruitment process.

12.2 Support for Reapplication to Specialty Training in a Different Region

Trainees currently working in an Anaesthetics/ACCS Anaesthetics Core Training Programme, applying to continue their training in another HEE Local Office, NES, NIMDTA or Health Education and Improvement Wales, without a break in service, will need to provide information relating to this. You must gain support from your current employing region by completing the [Support for Reapplication of Specialty Training in a Different Region](#) form. This form exists to ensure that any applicant moving region is currently performing to the required standard (i.e. satisfactory progress at ARCP).

This evidence **must** be uploaded to your Oriel account via the *Document Upload* dashboard as *supporting evidence* and attached to your application *at the point of application*. A new form has to be completed, with appropriate support for application, each recruitment year. Forms completed in previous recruitment years will not be accepted.

Any applications without submitted evidence **will not** progress any further in the recruitment process.

13. Document Upload

As you progress through your application, it may become apparent that you will be required to upload some form of documentation to allow ANRO to assess your eligibility.

If you are required to do this then in order to help ANRO you are required to follow some 'house rules':

- Please ensure that the document is uploaded as a whole and not in separate pages
- Please ensure that the document is appropriately named for clarity to allow ANRO to understand what it is they will be opening
- Please ensure that the document is uploaded into the correct document section

Please ensure that all required documentation is uploaded by the required deadlines. ANRO reserve the right to request re-submission of documentation if the above 'house rules' are not followed.

14. Longlisting

All applications will be assessed against the essential criteria outlined in the national [CT1 Anaesthetics/ACCS Anaesthetics Person Specification \(2019\)](#).

Applicants that fail to demonstrate that they meet all of the essential criteria by the closing date for applications will not progress any further. It is the applicant's responsibility to fully demonstrate in the application form eligibility for the post applied for.

15. Allocation to a Cluster for consideration of Appointment

On completion of the longlisting process, all applicants that have met the minimum eligibility criteria will be considered to attend Selection Centre.

HEE Local Offices and Health Education and Improvement Wales will notify ANRO of the maximum number of Selection Centre slots they can accommodate.

Applicants will be invited to attend a Selection Centre of their choice in these nations. A list of all the Selection Centres that are being run in this cluster can be seen on the [ANRO website](#).

Selection Centre invitations will be sent out by ANRO on **Tuesday 3rd September 2019**. Selection Centre slots are booked on a first come; first served basis.

16. Sub-Preferences

Once you have been allocated to a cluster to attend Selection Centre you will be asked to make more detailed programme and geographical preferences, known as sub-preferences. Sub-preferences must be made on Oriel and your stated sub-preferences will be used when offers are made. Please be aware that sub-preferences expressed in any other way will not be taken into consideration.

Applicants will have the ability to rank sub-preferences across the two nations and can be considered for appointment in any of these nations. This means you are not restricted to one single region for appointment and can rank your sub-preferences with increased flexibility. There is no standardised level of detail for sub-preferencing in this cluster so you may note that some regions provide more information than others. ANRO inform all regions that they must provide as much detail as they can to assist applicants when ranking their sub-preferences.

If you place any of the sub-preference options in the *not wanted* box, you will never receive an offer for these rotations/programmes, even if this means that you are bypassed in the offers process and a lower ranked applicant is made an offer instead of you. ANRO therefore suggest that you should only move sub preferences to the *not wanted* box if you are certain that you would not want to receive an offer for that rotation/programme. Applicants that fail to rank their sub-preferences on Oriel should expect that any offer made will be to one of the less popular sub-preferences.

The sub-preferencing window will be opened at regular periods. The window will initially be open from **Tuesday 10th September 2019** to **Thursday 26th September 2019**. ANRO will then close the window to allow for the preparation for offers to take place. Once the first wave of offers has been released on **Wednesday 2nd October 2019** the sub-preferencing window will be opened in between each offers recycle to allow applicants to update their sub-preferences should they wish. This process is described in Section 8.2 and will continue up until the upgrading deadline at **4.00pm (UK time)** on **Friday 11th October 2019**.

17. Selection Centre

The Selection Centre window will run between **Tuesday 10th September 2019** and **Thursday 26th September 2019 (inclusive)**.

All Selection Centre dates can be found on the [ANRO website](#).

On the day of the Selection Centre please ensure that you allow yourself plenty of time to get to the venue. You also need to ensure you take a hard copy of your Portfolio of evidence with you as access to e-portfolio will not be available at the Selection Centre. Guidance on preparing your Portfolio for Selection Centre is available on the [ANRO website](#). It is important that your Portfolio contains evidence to support every score you have awarded yourself in self-assessment.

If you are invited to Selection Centre and are unable to attend due to unforeseen circumstances or an emergency, you must contact the Selection Centre directly to ascertain whether alternative arrangements can be made. It is important to note that alternative arrangements cannot be guaranteed.

Mobile phones and other electronic devices have no place at Selection Centre and should be left at home wherever possible. Mobile phones or electronic devices brought to Selection Centre must be switched off and fully deactivated for the duration of the Selection Centre. Non-compliance to the above may lead to disqualification from the recruitment process.

17.1 Candidate Information Document, Conflict of Interest and Issues on the Day

Applicants will receive a candidate information document before their assessment starts. This will cover areas such as: Selection Centre process, staff members, housekeeping and what to do if you have a problem during the Selection Centre. If you do not receive this document before you are called for assessment then you have an obligation to raise this to a member of the administrative team who will be able to provide you with this information.

If, during the assessment process, you believe there to be a conflict of interest with a panel member, for example you are already well known to each other and you are not comfortable being assessed by them; it is your responsibility to inform a member of the recruitment team at your earliest opportunity so that alternative arrangements, where possible, can be made.

If a problem arises during the day of Selection Centre you must raise this on the day to the Selection Centre Administration Lead and Clinical Lead. ANRO cannot perform any remedial action for operational issues that occur on the day of Selection Centre.

17.2 Selection Centre Format

A national, standardised assessment format exists for all Anaesthetics Selection Centres to ensure fairness and consistency. The standardised format incorporates a generic scoring system and structure for Selection Centres across all HEE Local Offices, NES, NIMDTA and Health Education and Improvement Wales.

At each of the standard stations, you will be assessed by two consultant assessors who have completed the RCoA online assessor training tool and are equality and diversity compliant. Each assessor will score you independently without conferring; this can naturally result in some divergence between the two assessors.

The standard stations are as follows:

17.2.1 Clinical Interview – 10 minutes

This is a scenario based interview assessing:

- Clinical judgment and decision making
- Working under pressure
- Teamwork

You will be given the clinical scenario on the day and will be allowed up to 5 minutes to read the scenario before you enter the station.

17.2.2 Portfolio (Paper Based Only) – 20 minutes

The Portfolio station is designed to assess past achievements, commitment to specialty and career progression to date. 10 minutes of the station time will be used to confirm your self-assessment score. You will therefore be expected to have evidence to show for each of the self-scoring domains. Failure to supply suitable evidence to fully support the score awarded will result in your score being reduced.

The second half of the Portfolio station will be used to explore areas of your Portfolio in more detail. In particular, assessment will be made on evidence of reflective practice, your commitment/insight into Anaesthetics and your commitment to the training programme. Achievements and interests outside of medicine will also be taken into account and may, or may not, be questioned.

17.2.3 Presentation – 10 minutes (5 minutes delivery, 5 minutes questions)

This station gives you an opportunity to demonstrate how you can perform, with an associated time pressure, to prepare and deliver a presentation. Topics are carefully chosen so that this exercise tests the delivery of a presentation in challenging circumstances rather than being a pure test of knowledge.

You will be given the presentation topic on the day and will be given 10 minutes to prepare your presentation prior to entering the station.

Assessors will score you against the following domains:

- Communication
- Working under pressure
- Organisation and planning

17.2.4 Global Rating

For each of the standard stations, you will be given a 'Global Rating' score. This relates to an assessor's professional judgement of the overall performance of the applicant at a particular station. Further information on this domain can be found in the appropriate scoring guidance document available from [here](#).

17.3 Appointability and VETO

For an applicant to be deemed appointable, they need to score a **minimum of 110** in the three stations (Clinical Interview, Portfolio and Presentation).

Applicants will not be eligible to be offered an Anaesthetics/ACCS Anaesthetics post in this recruitment round if they do not score the minimum threshold.

Applicants can score above the national cut-off (i.e. 110) and still be vetoed out of the process for particularly poor performance at a station. Vetoed applicants will not be considered for appointment and will not be eligible for clearing.

A Global Rating score of 1 from each of the assessors in a particular station is the only way that an applicant can be vetoed, however, an applicant could score two 1s and a decision could be made not to veto. A discussion between the assessors and the Clinical Lead will take place for any applicants who could potentially be vetoed and the final decision will rest with the Clinical Lead.

17.4 Observers at the Selection Centre

There may be times during the Selection Centre where you are observed in one or more stations. This could be by a Senior Trainee, Lay Representative or External Assessor. The purpose of these roles is to ensure that quality, consistency and standardisation is present throughout all Selection Centres. Furthermore, it allows for areas of best practice to be established and shared.

ANRO can confirm that the observers will have no role in the assessment of an applicant and nor in deciding the appointability of an applicant.

17.5 Selection Centre Courses and Websites

It should be noted that ANRO and the RCoA do **not** recommend that you book commercial courses, sign up to websites or purchase advice and guidance books specifically aimed at doctors undertaking the Anaesthetics Selection Centre. None of the Anaesthetics assessors take part in or endorse any preparation courses, websites or books.

18. Offers

All offers will be made on Oriel by ANRO. Offers received in any other way will be deemed invalid. If you are made an offer, you will need to respond to this on Oriel.

The first wave of offers will be sent out by ANRO on **Wednesday 2nd October 2019**. Please do not contact ANRO about offers prior to this date, as it could delay the release.

You will be given 48 hours (exclusive of weekends) to respond to an offer and have the option to accept, decline or hold.

If you fail to respond to an offer within the 48 hour window it will expire and you will be deemed to have declined the offer.

Once you accept a post you will not receive any further offers from any other specialties within the same recruitment round.

Offers that are declined will be recycled and offered in rank order to other applicants.

Only one offer can be held at any one time, across all specialty applications in the same recruitment round. If you are already holding an offer, and try to hold another offer, the original held post will be automatically declined by the system. If you choose to hold an offer, you can hold this up until **1.00pm (UK time) on Wednesday 9th October 2019**.

Before this deadline, you will be required to go back into Oriel and make a final decision on the offer. Any offers still held when the deadline is reached will be deemed to have been declined and the system will automatically change your status.

After the hold deadline has passed, any offers made will only have the option of accept or decline.

18.1 Upgrading of Offers

Before Selection Centre you will have had the ability to rank sub-preferences for training programmes and geographies (see section 16). If you rank highly enough to be made an offer, this will be made to the highest ranked sub preference that is available when your Selection Centre rank is reached. If you are happy with this offer, you can choose to simply accept it.

However, if you would like the option of getting one of your higher ranked sub preferences, should they become available, you can opt into upgrading. The upgrading option is available to all offers that have been held or accepted, but not where an offer has been declined. An applicant who has accepted or held an offer can opt in or out of upgrading at any time during the window which runs until **4.00pm (UK time) on Friday 11th October 2019.**

If you opt in to upgrading and a higher sub-preference offer becomes available, subject to your ranking, the upgrade will be automatic. You will be placed in the higher sub-preference post *without* ANRO making any further contact with you and you *will not* be given 48 hours to decide whether you wish to accept or decline the new post. If an upgrade is made, the previously held or accepted post will be released and will be reoffered to another applicant.

Once you have been upgraded you will be contacted via an automated email message to inform you of this. Details of the upgrade made will be available in the Oriel System.

Due to you being considered for all posts in England and Wales, it is possible that an upgrade could move you in to a different region. Any movement into a different region as the result of an upgrade will be dependent upon how you have ranked your sub-preferences.

Once the upgrading deadline has passed, no further upgrades will be offered, even if one of your higher preferences becomes available at a later date.

18.2 Offer Exchanges/Enhanced Preferencing

There is increased applicant flexibility for upgrading of offers in 2019 as described in Section 8.2. Any applicant that has accepted or held an offer, and opted in to upgrades, can amend their sub-preference options as many times as they like up until the upgrade deadline. Applicants will be able to re-rank their sub-preference options so that they can move lower ranked preferences, or preferences originally not wanted, in to a higher ranked preference than their current offer. This will then mean that these newly ranked sub-preferences are considered for an upgrade in subsequent offer iterations.

Please note: Any changes to sub-preferences made between the offers algorithm being run and offers being released will **not** be considered until the next offers match is run.

The above process will continue up until the upgrading deadline at **4.00pm (UK time)** on **Friday 11th October 2019**.

19. References

You are required to give details of your last three clinical or educational supervisors from your current post, your previous post and the post before that. You are able to amend referee details on Oriel up until the point the reference has been submitted.

Referees are required to submit references electronically, using an on-line referee portal in Oriel, once offers have been released. You will be advised, via your Oriel portal, when your referee has submitted their reference.

All offers made will be on the condition of the HEE Local Office or Health Education and Improvement Wales receiving three satisfactory references. Obtaining references is an applicant's responsibility. The HEE Local Office or Health Education and Improvement Wales will **not** chase your referees.

In rare cases there may be a need for your reference to be provided on paper. ANRO will instruct you if this is necessary. You can download a Structured National Reference Form from the [Oriel Resource Bank](#).

20. Clearing

There will be no Clearing in this Round.

21. Feedback

Applicants will be given feedback throughout the recruitment process and will not need to make a formal request to receive it.

Applicants that are rejected at the longlisting stage will be advised of the reason why their application was rejected. Selection Centre feedback will be released up to seven days after the initial offer date.

Applicants who wish to request feedback above and beyond the standard feedback that is provided (i.e. their actual score sheets) can do so by making a request to the ANRO. ANRO expect the score sheets to be sent back to applicants within 20 working days however applicants must understand that in busy periods this could take longer to receive.

There is no further feedback that can be provided after score sheets have been requested.

22. Offers of Employment & Pre-Employment Checks

The offer and allocation of a Training Programme referred to above is **not** an offer of employment. An employment contract detailing the terms and conditions of employment will be issued by the responsible employing organisation and is made subject to satisfactory pre-employment checks. Your offer of employment will include the name of your employer, the start date and length of the period of employment, the location, the hours, the minimum rate of remuneration and the notice period applicable.

Information regarding pay, hours, sick pay and annual leave entitlements, notice period, study leave, pension scheme etc. are set out in the national terms and conditions available from NHS Employers. A framework for a written contract of employment for Anaesthetic specialty registrars is also available from the BMA. Individual HEE Local Office or Health Education and Improvement Wales websites may also provide additional local information and links to individual employer websites.

The employing organisation carry out a number of pre-employment checks before an offer of employment can be confirmed. These will include verification of identity, registration and qualifications, right to work (immigration), employment history and employment reference checks (these are different from the clinical reference checks that the HEE Local Office or Health Education and Improvement Wales needs), a Disclosure and Barring Service (DBS) check and an occupational health check. Some of these (verification of identify, registration and qualifications and right to work for example) may also be undertaken by the HEE Local Office or Health Education and Improvement Wales during the recruitment process.

23. Applicant Selection Centre Expenses

Any claims for expenses incurred in travelling to a Selection Centre should be made to the HEE Local Office or Health Education and Improvement Wales where the Selection Centre was held, not ANRO. Please contact the HEE Local Office or Health Education and Improvement Wales for further guidance on their expenses policy.