

## February 2021 CT1/ST3 Anaesthetic Recruitment

This letter should be read in conjunction with the documents and guidance on the ANRO website (<https://anro.wm.hee.nhs.uk/downloads>)

The impact of the Coronavirus pandemic on the anaesthetic profession has been huge. For anaesthetists in training it has led to large changes in the way they work as well as significant disruption to training, exams and recruitment. We understand that the changes to the August 2020 recruitment round caused significant concern amongst many trainees.

The Anaesthetic national recruitment office (ANRO), on behalf of the MDRS task and finish group, and the Recruitment Advisory Group at the RCOA have been working to develop a fair and rigorous way of managing the next recruitment round that takes on board the views of trainees while allowing recruitment to go ahead during the ongoing pandemic.

Nationally across all specialities it has been decided that face to face recruitment is not possible in the current climate with the potential risks of a second spike and the effects this may have. Further lockdowns are a possibility and therefore there would be the risk of face-to-face recruitment being cancelled with the disruption this would cause.

Recruitment for the February 2021 recruitment round will therefore take place remotely using verified self-assessment score followed by online interview with two independent assessors.

### Portfolio Self-Assessment

- Applicants will be required to upload evidence for their portfolio self-assessment score which will be verified by a clinician remotely prior to interview.
  - This evidence will need to be uploaded within a short time frame. We would strongly advise applicants to ensure they have electronic copies of evidence in an appropriate format (PDF/JPG) well in advance of the need to upload. Evidence required to support self-assessment scores will need to be uploaded by Wednesday 9th September 2020. Details and instructions of how to complete, and what to upload, will be confirmed by ANRO in due course.
  - Self-assessment criteria are unchanged and can be found at <https://anro.wm.hee.nhs.uk/downloads>
  - Please also review the appropriate self-assessment portfolio guidance document. This provides clear guidance on 'what scores what' including examples of courses and what, for example, counts as international/national/regional presentations. It also gives guidance on what evidence you will need to upload.
  - This guidance cannot cover everything. For instance, it cannot name every course that may score you points. **If you think it counts, upload the evidence you will be able to comment on why you think your score is justified.**
  - The clinicians reviewing your portfolio will not have an unlimited time to find the required documents. Please do not upload more documents than are required.
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- Applicants will be shortlisted for online interview based on their verified self-assessment scores if there is not enough interview capacity.

### **Online interview**

- This will be held via Microsoft Teams and will be 20 minutes in length
  - Please ensure that you have a secure and stable internet connection and that your PC / device works with video and microphone enabled with the video-conferencing platform, before the scheduled interview date
  - 2 clinicians will interview and score the candidate independently
  - You will be assessed on the following domains in relation to your clinical experiences to date and your understanding of issues relevant to working in the NHS:
    1. Commitment to specialty
    2. Communication
    3. Decision Making
    4. Reflective Practice
    5. Team Working
    6. Working under pressure
    7. Global Rating
  - The interview scoring matrix will be on the ANRO website in due course
- An applicant's total score will consist of the verified self-assessment score added to their interview score.

This letter should be read in conjunction with Applicant Guidance on the ANRO website which contains key dates and information pertinent to your application and the selection process. Please ensure you check your email, Oriel dashboard and the website for updates regularly.