

## Parallel Recruitment Exercise (2011-12)

### SJT Feedback – School

The PRE was a pilot of the [Situational Judgement Test \(SJT\)](#), which will be used for selection to the Foundation Programme from FP 2013 as a measure of meeting the national person specification. The PRE was also a pilot of the calculations of deciles for the [Educational Performance Measure \(EPM\)](#).

FP 2012 applicants will be able to log into FPAS from Thursday 15<sup>th</sup> March to view their SJT and EPM deciles. Of the X participants in the PRE from your School who did not complete an FPAS application (ie Defence Deanery applicants), X provided contact details and will be emailed their SJT decile.

**There is no statistical analysis of the SJT scores by school. Only the named recipients of the email on Thursday 15<sup>th</sup> March 2012 will be provided with the feedback for your school.**

### 1. SJT Deciles

Several papers were used in the PRE SJT; each paper included a different 30 pilot items. The pilot data will be used to generate the performance data used for test-equating in future years. Around 1,000 applicants took each SJT paper and we have been able to give an indication to applicants as to how they scored on the SJT in relation to all other applicants who took the same paper, divided into the top 10% (1<sup>st</sup> decile), top 20% (2<sup>nd</sup> decile) and so on.

Table 1: Summary of SJT deciles – School (n=X)

	HIGH					LOW				
Decile	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	9 <sup>th</sup>	10 <sup>th</sup>
Number										
Percentage										

n.b. Please note that the size of deciles was roughly 10% (there were a number of tied scores at the margins)

### 2. Applicant evaluation

After completing the SJT, applicants were asked to complete a short evaluation of the SJT. We received evaluation data from X applicants at your medical school. The free text comments collected through this evaluation form are being summarised in the Final Report of the PRE. Table 2 describes the percentage of your applicants giving different scores to a set of statements. These data are compared with the overall rankings of all applicants who completed evaluation forms (n=6762).

Table 2: Summary of applicant feedback on the SJT (mean score)

Statement	School applicants (%)					All applicants (%)				
	1	2	3	4	5	1	2	3	4	5
1= strongly disagree, 2= disagree, 3=neither agree nor disagree, 4=agree, 5=strongly agree										
1. The information I received in advance of the SJT was clear and helpful						3.1	8.6	23.4	42.7	21.9
2. The instructions for the SJT were clear and easy to understand						1.8	3.7	10.8	48.9	34.9
3. The SJT seemed well-run and well-invigilated						2.4	3.1	9.4	46.6	38.5
4. The content of the SJT seemed relevant to the Foundation Programme						2.2	4.5	14.1	50.3	28.8
5. The scenario content seemed appropriate for my training level						1.8	5.0	15.8	53.5	23.7
6. The level of difficulty of the SJT was appropriate						1.9	7.5	24.1	51.3	15.1
If you 'strongly disagree' or 'disagree' with Question 6, please indicate if you found the test too easy or too difficult	<b>Too easy</b>			<b>Too difficult</b>		<b>Too easy</b>	2.0		<b>Too difficult</b>	8.3
7. The content of the SJT appeared to be fair for selection to the Foundation Programme						8.4	18.4	31.2	32.7	8.7
8. The results of the SJT should help to differentiate between weaker and stronger applicants						13.3	27.0	31.7	22.1	5.3