

## Feedback on the Parallel Recruitment Exercise (PRE)

Thank you for your participation in the Parallel Recruitment Exercise. Your involvement has helped to ensure that selection to the Foundation Programme (FP) is more reliable, robust and cost-effective.

### Situational Judgement Test (SJT)

The PRE was a pilot of the [Situational Judgement Test \(SJT\)](#), which will be used for selection to the Foundation Programme from FP 2013, in place of white space questions, as a measure of meeting the national person specification.

Several papers were used in the PRE; each paper included a different 30 items. Around 1,000 applicants took each SJT paper. Your SJT score reflects how you performed in relation to all other applicants who took the same paper as you, divided into the top 10% (Decile position: 1), top 20% (Decile position: 2) and so on. The scoring convention for the SJT is described on the [ISFP website](#).

**Only you know your SJT decile. Your SJT decile does not affect your application to the Foundation Programme in any way.**

SJT items assess the [FP national person specification](#), for example team working, leadership, patient focus. The person specification was further explored through the detailed and thorough [Job Analysis](#) of the FY1 role which informed the design of the SJT. It is not possible to give an SJT 'score' by domain as one item could assess several different domains, and other domains are integral to all items, for example decision making.

The SJT items included in the paper were written and reviewed by clinicians who work closely with FY1 doctors and by psychologists, and then discussed, refined and agreed by a further group of clinicians and current FY1s and FY2s. Piloting these items through the PRE SJT allows us to determine their difficulty, which will be used in future years to equate different versions of the SJT. Therefore, as these were pilot items, we can only give an indication of how you performed in relation to all others who took the same paper.

The security and confidentiality of the SJT must be maintained as the vast majority of items will now be used for selection to the Foundation Programme. We are therefore unable to release the SJT items or the answer keys, although we will be releasing a further set of items as a practice paper, available from [www.isfp.org.uk](http://www.isfp.org.uk) in April/May.

### Data Protection

Participants in the PRE SJT were asked to provide their name and RA number so that we could give you feedback, enter you into the prize draw for one of 5 iPads, and to allow for anonymous statistical analysis. Data is handled and stored in accordance with the [Data Protection Act 1998](#).

This work was undertaken on behalf of the UK Foundation Programme Office; the views expressed in this publication are those of the authors and not necessarily those of the UK Foundation Programme Office.

## Educational Performance Measure (EPM) INFORMATION FOR UK APPLICANTS

The PRE was a pilot of the deciles component of the EPM which will be used for selection to the Foundation Programme from FP 2013, in place of quartiles, as a measure of performance at medical school up to the point of application.

Your decile score relates to your performance on summative assessments at medical school up to the point of application in relation to all others in your final year cohort, divided into the top 10% (Decile position: 1), top 20% (Decile position: 2) and so on. The way that the deciles have been calculated is in line with a [standardised EPM framework](#) which was agreed by students, employers and all medical schools in 2011. Many schools have involved their students in a consultation to review the method for placing the cohort into deciles for Foundation Programme applications.

**The EPM decile score has been calculated by your medical school; only you, your medical school and your local foundation school know your EPM decile score. Your EPM decile does not affect your application to FP 2012 in any way, but will be carried forward if you apply to FP 2013.**

The format of your decile score differs from your quartile score. Please remember that one quartile covers three decile scores, for example applicants in the 4th quartile may find themselves placed in the 8th, 9th or 10th decile. If the weightings or the composition of modules and marks to be included in the decile calculations have also changed, it is possible that some applicants may find themselves in a different decile again.

### SJT and EPM for FP 2013

The PRE SJT was a shortened version of the full SJT and so may not reflect the composition of a 'live' SJT paper. From FP 2013, there will be 70 SJT items taken in 2 hours 20 minutes (plus extra time for applicants with disabilities) which will include a small number of pilot items. There will be two SJT papers for the two national dates; these will be test-equated to generate comparative scores for all applicants. From FP 2013, applicants will receive up to 50 points of a 100 point application for the SJT.

From FP 2013, applicants will receive up to 50 points of a 100 point application for the EPM, of which 34-43 points are available for the EPM decile and up to 7 points are available for additional academic achievements. You can calculate the points that you would receive under the FP 2013 application process for any additional degrees, presentations, prizes and publications by looking at the [EPM framework](#). Please note, if you apply to FP 2013, your EPM decile score calculated during the PRE will be carried forward as your EPM decile score; points for additional academic achievements will be counted at the point of application.

### Further information

Further information about the evidence and rationale for introducing the SJT and EPM, their evolution and piloting, the forthcoming report of the PRE, and about the Improving Selection to the Foundation Programme (ISFP) project can be found on [www.isfp.org.uk](http://www.isfp.org.uk). Any questions you may have may be answered by the [FAQs section](#) or can be raised on the [ISFP forum](#).

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