Health Education England (HEE) and the devolved nations are piloting a Specialty Selection Test (SST) as part of a wider programme (MDRS) to improve medical and dental recruitment and selection across the UK. We’re working with the Work Psychology Group, academics in the University College of London Medical School and specialty leads to pilot the SST.

The pilot will take place across a number of different medical specialties in the UK and includes a Clinical Problem Solving Test (CPS) and a Situational Judgement Test (SJT).

Participating is simple and will only require a few hours of your time.
What is the purpose of the pilot?

The purpose of this pilot is to evaluate whether these tests enhance the current methods of selection used for ST1/CT1 level recruitment. We will also continue to follow applicant progression for a number of years, to ensure a long-term robust evaluation.

Test results will not form part of the selection process, they will be anonymised and will not impact on your fitness to practise.

Ultimately, we are assessing whether the SST is a good predictor of a doctor’s performance throughout their training and aiming to ensure the selection process is reliable, valid, fair and cost-effective.

Why should I participate?

By participating in the SST pilot you will receive feedback on how well you performed in the national cohort and you will also be eligible to win one of five prizes. First prize is a 32GB iPad, second prize is a 32GB kindle fire HD, third prize is a kindle plus paperwhite, fourth prize is a kindle paperwhite and fifth prize is a kindle.

This pilot aims to improve the way doctors are selected in the future and this is your chance to give your views on this selection process and make your voice heard! Tell us your views on this method of selection and how valuable you found the test. Our main aim is to further improve the selection process by ensuring that it is fair, valid, just and reliable.
How can I participate?

If you are eligible, you’ll receive an email invitation in December 2013 to take part in the Specialty Selection Test. The test will be delivered online between 13-25 January 2014 through Pearson VUE test centres. You will be asked to choose a time-slot and a venue from one of many Pearson VUE test centres across the UK and will need to book your slot no later than 21 December 2013. The test centres are located within close proximity to hospitals across the UK and are available on Saturdays and after hours.

How will the test work?

The test itself will consist of a two hour and fifteen minute online test. It will be completely computer based and the questions will be developed by leading specialists according to specialty person specifications and foundation programme curriculum. If you are already doing the GP test or if you have applied to Broad Based Training, you will not be asked to do the additional test. If you are applying to a number of different specialities you will only be required to sit the test once.

Why is a selection test being piloted across multiple specialties?

The pilot of the SST is designed to be broad-based due to the nature of the overlap of person specifications required by all specialties. A good example of this is the fact that all specialties require trained doctors not just to be clinically competent, but also empathic and sensitive with patients and colleagues, to behave with professional integrity, and to have the ability to prioritise and cope well under pressure and work effectively in a team. All doctors who have undertaken Foundation will be familiar with the Foundation Curriculum by which these skills, values and behaviours are embedded.

The SST does not seek to replace individual specialty specifications. Each speciality will still have its own speciality specific elements within the selection process.
Where can I go to find more information?

More information, including an applicant guide, is available on the Specialty Training website: www.specialtytraining.nhs.uk or you can email us at hee.mdrs@nhs.net if you have any questions about the SST pilot.

Pilot Timeline

- **Apply to ST1/CT1 Training** (12 November-5 December 2013)
- **Receive an email invitation to sit the test** (11 December 2013)
- **Book your slot and preferred Pearson VUE test centre** (11-21 December 2013)
- **Participate in the SST pilot** (13-25 January 2014)