

## 2021 Specialty Recruitment Update (updated 8 January 2021)

We recognise the invaluable work of doctors in supporting the response to the covid pandemic, many of whom are also applying for specialty training, and the significant stress and anxiety that both clinical work and recruitment results in.

The four statutory health education bodies are in regular discussion with Royal Colleges and trainee representative groups, to ensure that specialty recruitment plans in 2021 take into account the changing clinical situation and reflect the current COVID restrictions.

We are committed to running fair and accessible processes, ensuring recruitment takes place so that doctors can progress their training in 2021, and we are endeavouring to provide as much notice as possible when recruitment plans change, however colleagues will understand that the situation is changing at pace.

In the autumn, each specialty developed 2021 recruitment plans which included alternative delivery methods if clinical staff were not available to support interviews or attend assessment centres due to service pressures.

Details of all the plans can be found on the [Specialty Training website](#).

We will remain in constant dialogue with recruitment offices, Royal Colleges, junior doctor representative organisations and employers and work with them to ensure that we are transparent in our decision making and communicate with candidates as rapidly as possible. We will also seek to provide updates to you through multiple channels but would ask that you closely monitor your main email address and the Oriel portal to ensure that you are aware of any changes.

If you have specific queries or your individual circumstances mean that you cannot attend a key recruitment process please contact the lead recruitment office for your specialty directly and we will try and help you with the process.

### **Multi-Specialty Recruitment Assessment (MSRA)**

It has been agreed that the planned sitting for the MSRA should continue starting from the 28<sup>th</sup> January 2021. The MSRA has capacity of up to 12500 sittings which consists of test centre and online at home slots. We expect most applicants will be able to find a test centre close to where they live or be able to book an online delivery.

Details of the health and safety measures in place at Pearson Vue test centres can be found at <https://home.pearsonvue.com/>.

Individual recruitment offices will be contacting candidates providing instructions as to how to book a slot for the MSRA. We are aware that candidates have already booked slots however there are large numbers of slots available and if any applicant is unable to find a satisfactory booking, please contact the lead recruiter for your specialty as soon as possible as we will endeavour to support you in being able to sit the MSRA either close to where you live or online.

We are aware of the possibility that a centre may not be available at short notice or that an emergency clinical situation at work may stop you being able to attend. In either case, please contact the lead recruiter for your specialty as quickly as possible and we will do our best to make alternative arrangements for you to sit the MRSA.

### **Internal Medicine Training (IMT) Recruitment**

It has been agreed that IMT will move to their alternative recruitment process, as it is apparent that the worsening clinical situation means that frontline clinical staff are very unlikely to be available to be panellists for the IMT interview that were due to start on the 18<sup>th</sup> January. This also removes the risk that candidates will be disadvantaged if clinical pressures mean that they cannot attend an interview.

In brief, the alternative process that will take place is

- Applicants will be required to upload evidence to support their self-assessment scoring. This will be verified and the application score confirmed.
- Other areas of the application form, including questions on commitment to, and suitability for, specialty will also be scored.
- Weighting will be applied to the scores to provide a final score that will be used for ranking and determining which candidates can be considered for offers.

Detailed information on the process and the deadline for submission of supporting information required for verification of self-assessment scores will be published to the IMT Recruitment website. The 'News' page will be used to make announcements and direct candidates to where details on the alternative process can be found: <https://www.imtrecruitment.org.uk/news>