NOTICE

JCST Situational Judgement Test - validation study

CT1/ST1 all surgical specialties

The JCST is the advisory body to the surgical Royal Colleges and the Specialist Associations of the UK and Ireland. It has been working towards national standards on selection issues since 2004 and has consistently maintained that the way in which surgeons are selected into training is of fundamental importance to the successful outcome of the MMC process.

The committee has received funding from the Department of Health to develop a Situational Judgement Test for selection of trainees into the early years of surgical training. It is considered that the test will more effectively measure targeted selection criteria, adding validity to the process and allowing candidates to feel they are been ranked openly and in a fair way with their immediate peers.

In 2010, the test will be pre-piloted on candidates who have already been short-listed. It is proposed that the test will go live in 2011, becoming one of the methodologies which can serve as a resource for future selection rounds across all the specialties.

The test is confidential to the JCST Selection Project Team. Individual candidate responses will be anonymised, they will not be shared with the deanery and will not contribute to the live selection decision. The deanery will receive feedback on the performance of the test as a whole. No individual will be named in any report we write.

Please note that because the evaluation is part of a wider Department of Health study, information about candidate performance will be shared with the evaluation team and may also be collated with the results of other pilots as part of a longer term study to evaluate selection into surgery over a period of time.

Thank you for taking part in this important activity.

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FAQs

Why am I being asked sit the test?
This is part of a Department of Health funded project to develop effective selection tools for entry into surgical training. This is one of a number of deaneries that have volunteered to pilot this new test and we are grateful for your participation.

Is it compulsory?
Participation in the selection pilot is voluntary but we would really appreciate it if you would participate. We need to get as many candidates as possible to participate to ensure that we can develop an effective test.

Will I get paid for sitting this test?
No. You will receive a certificate confirming that you have participating in the pilot, which you will be able to add to your portfolio. We are very grateful for your participation.

What is being tested?
The situational judgement test is designed to measure a number of attributes that have been found to be important for potential surgical trainees. It covers several of the attributes found on the person specification.

Should I have revised first?
This test looks at how you deal with typical scenarios that doctors encounter. You do not need to revise beforehand.

Will my test result be used towards my selection interview?
No. The results of this test will be used for research purposes only and will not be made available to anyone involved in your selection interview or the live selection process.

When can I know my result?
You will not receive individual feedback on your performance. As this is a pilot test and still in development, it would not be appropriate or meaningful to give you your individual results for the test. The purpose of the pilot is to assess whether the test works rather than looking at the performance of individuals.

Will the results be published?
Individual test results will not be published. Reports on the development of the test may be published – these will not contain any information that would identify individuals.

Why do you need my name?
In order to assess whether the test is effective, with your permission the project team would like to look at how performance on the test relates to performance in the selection interview – for this we need your name and candidate number. Your personal information will be strictly confidential to the JCST project team. Your test scores will not be made available to anyone involved in the live selection process.

Why do you need my age/gender/ethnic group/place of qualification?
In order to assess whether the test is effective and fair to all candidates, the researchers need to look at whether any of these factors affect performance on the test. Your personal information will be strictly confidential to the JCST project team and will be used for research purposes only.

How is the test scored?
There are a number of points available for each question. You will get more points the closer you are to the correct answer.