



HST Interviews – July 2024 Intake

Guidance for Candidates

HST Interview Scoring – Domains of Competence

2024 Higher Specialist Training Programme in Psychiatry (CLINICAL NON- LECTURER POSTS)	General Training & Experience (30 points)	*Qualifications Further Education (10 points)	Research & Publications^ (15 points)	±Teaching (10 points)	Management / Leadership / Team Working (15 points)	Communication skills / Motivation / Career Planning (20 points)	References No score	Totals (100 points)
2024 Higher Specialist Training Programme in Psychiatry (LECTURER POSTS)	General Training & Experience (30 points)	*Qualifications Further Education (10 points)	Research & Publications^ (25 points)	±Teaching (35 points)	Management / Leadership / Team Working (15 points)	Communication skills / Motivation / Career Planning (20 points)	References No score	Totals (135 points)

Interviewing for Clinical posts in HST (100 points)

The interview for Higher Specialist Training is a competency-based interview. Your presentation and performance on the day of interview will determine your final score.

Some marks are awarded based on your application form and supporting evidence provided at the time of application for the following domains of competence:

- Qualifications & further education /10 points
- Research & Publications / 15 points
- Teaching / 10 points

Additional marks may also be awarded at the discretion of the interview panel in the Research & Publications and Teaching domains based on interview discussion in these domains of competence.

Interviewing for Clinical and Lecturer posts in HST (135 points)

The interview for Higher Specialist Training is a competency-based interview. Your presentation and performance on the day of interview will determine your final score.

If you are interviewing for Clinical and Lecturer posts in HST, the interview will be approx. 5 minutes longer. This is to allow for development of questions and answers specifically in the following domains of competence:

- Research & Publications / 25 points
- Teaching / 35 points

Additional marks in these two domains of competence will be determined through a more detailed discussion of the competency-based questions/scenario.



*Qualifications:	MICGP / MRCPI	=	4 points
	Graduate Entry/ Bachelor's degree	=	2 points
	*1 year Diploma	=	1 point
	*Relevant Higher Diploma (min 2 years)	=	2 points
	Masters degree	=	3 points
	MD	=	5 points
	PhD	=	6 points
^Publications:	Poster	=	1 point (to a max. of 4 points)
	Oral (National / Intl conference)	=	2 points (to a max. of 4 points)
	Relevant Book Chapter (1 st author / co-author)	=	2 points
	PubMed indexed journal article	=	3-6** points
			(**depending on 1 st or non-1 st author and the relevance / significance of the paper)

±Teaching:

*Please provide evidence, e.g. certs of attendance / Abstracts etc.	Clinical HST (/10)
Experience of delivering teaching and or organising courses/educational programmes	/2
Experience in examining	/2
Formal teaching position (e.g., a university recognised post)	/2
Formal training in teaching/ medical education (e.g., relevant certificates or short courses with university or PGT body)	/2
Research publications/presentations relating to education/teaching	/2