

Assessment for high-stakes healthcare roles: A twenty-year partnership with the NHS



The high-stakes environment of healthcare requires assessments used in recruitment and training to be robust, reliable, fair, transparent, and practical. WPG have a long-standing partnership with recruiters, training providers, and Royal Colleges to design, deliver, and review assessment solutions.

Objectives: For twenty years, WPG have worked with NHS recruitment to optimise selection of the UK's healthcare workforce. Our initial work helped evolve recruitment from assessments of clinical knowledge and skills to a more holistic approach including behaviours and values.

We have worked with clients across medicine, dentistry, pharmacy, and healthcare sciences to continually improve selection processes, to respond to external challenges such as COVID-19, and to ensure that recruitment methods measure the skills that predict performance in healthcare roles.

Results:

Methods predict success	Methods are cost-effective and efficient	Industry Award winning
 Numerous studies have shown a link between assessment at recruitment and later success in a role	 Recruitment processes have been streamlined and made more efficient, delivering substantial cost-savings in recruitment resource	 Our ongoing partnership won the ABP 2024 Award for Excellence in Assessment – Public Sector

What we do: Our work includes both provision of assessments and advisory services.

- We conducted a **comprehensive review of recruitment processes** for 84 medical and dental specialty training programmes. A full report and recommendations for improvements were provided along with a practical toolkit resource for recruitment teams.
- We have developed and validated a number of **bespoke judgement and skills assessments** used as sifting or interviewing tools in medicine, dentistry, pharmacy, and healthcare sciences.
- We have led **validation studies** to establish the evidence base for use of different selection methods in terms of how well they predict performance in training and in role.
- We ran a **systematic ED&I review** of a large-scale assessment process, focused on generating practical actions to help reduce sub-group differences in performance.
- We have provided **job analyses** to define essential skills for new/evolving roles, informing competency frameworks, interview design, and provision of bespoke assessments.

Outcomes: We have maintained an effective partnership with many different clients within the NHS over a number of years. WPG promote open communication and collaboration with stakeholders at all opportunities, and are focused on delivering high-quality, evidence-based outputs that encourage innovation and build the evidence-base for effective assessment in a healthcare context.

Client testimonial: “Professor Patterson has been working with NHS England (formally Health Education England) since 2012 on the introduction of a Situational Judgement Test (SJT) as part of the recruitment process for all UK junior doctors leaving medical school and entering a two-year period of Foundation Training. Learnings from its design and development has directly informed the introduction of new selection processes across other post-graduate recruitment programmes, including Dental Core Training and Pre-registration Pharmacy. We have built a strong partnership with Professor Patterson and the Work Psychology Group over the past 8 years, and we continue to work together closely on an ongoing programme of work.”

Do you need help to optimise or improve your recruitment processes? Read more case-studies [on our website](#) to understand how our services in assessment, development and organizational change could help you realise your organisation's full potential. Or contact us today to find out how we could help:



wpgoffice@workpsychologygroup.com



+44 (0)1332 295687



[Work Psychology Group on LinkedIn](#)