



Request under Freedom of Information Act 2000

**Request Ref: NGFOI 16/17: 88**

Thank you for your request for information received at Northampton General Hospital NHS Trust (NGH) on 20/05/16.

I am pleased that we are now able to provide you with a response to your request as shown below.

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**Response from Northampton General Hospital NHS Trust (NGH):**

- 1) Please could you confirm your recruitment process for consultants.  
**The Trust's recruitment process is conducted in line with the Advisory Appointments Committee guidance.**
- 2) Please could you confirm your recruitment process for middle grade doctors.  
**Advert  
Shortlisting  
Interview by panel**
- 3) Please could you confirm your recruitment process for junior doctors.  
**Recruitment for junior doctors is managed by the Deanery and the Trust is allocated a rotational candidate. In some circumstances there may be gaps in the rota and the Trust advertise and recruit permanently into these positions. The Trust follows the process for middle grades detailed above.**
- 4) If the recruitment process includes an interview could you please provide the interview questions that would be asked.  
**The Trust does not utilise a standard template. Questions are competency and values based and are designed individually in line with the job role.**
- 5) If the recruitment process includes a clinical element please could you confirm how this is tested in the recruitment process.  
**The Trust does sometimes use clinical tests and these are held in the simulation suite using scenarios.**