Figure 1. Schematic diagram of the stages of recruitment process into specialty training in public health

**Assessment centre (AC)**
A. Two Psychometric ability tests (used since 2009)
   i. Critical thinking
   ii. Numerical reasoning (power test)
B. Situational Judgement Test (used since 2011); developed in-house

**Selection centre (SC)**
- Multi-panel, multi-assessors
- Standardised anchored rating scales
- Independent rating by trained assessors
  A. Panel interviews
  B. Group exercise
  C. Written exercise

**Offered**
1. Pass SC threshold score
2. Pass each person spec
3. Ranking of weighted AC+SC (10% each AC test, 70% SC)

1. Pass the threshold score of ALL the 3 assessments
2. Ranking of total weighted AC score (25% WGCT, 25% RANRA, 50% SJT)