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The publisher’s URL is:
http://dx.doi.org/10.1093/pubmed/fdv102

Refereed: Yes

This is a pre-copyedited, author-produced PDF of an article accepted for publication in the Journal of Public Health following peer review. The version of record Pashayan, N., Gray, S., Duff, C., Parkes, J., Williams, D., Patterson, F., Koczwara, A., Fisher, G. and Mason, B. W. (2016) Evaluation of recruitment and selection for specialty training in public health: Interim results of a prospective cohort study to measure the predictive validity of the selection process. *Journal of Public Health*, 38 (2). e194-e200 is available online at:
http://dx.doi.org/10.1093/pubmed/fdv102

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**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)