Title: Validation of a Machine Marked Test to select trainees into UK General Practice; A model for the future.

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Background
This paper reports on the validation of a new machine-marked test (MMT) used to short-list candidates applying for training in General Practice. This test uniquely withstood the problems of the UK Medical Training Application Service. The MMT comprises a clinical problem solving (CPS) test and a situational judgement test (SJT). The SJT focuses on 3 non-clinical domains (empathy, integrity, coping with pressure). Although SJTs are used in medical school admissions, this is the first application in postgraduate selection.

Summary of Work
Development of an MMT designed to shortlist over 8,000 applicants per annum in the UK. The MMT takes 3 hours administration time per candidate. Evaluation focused on; *reliability* & v*alidity*; *fairness*; *utility; candidate reactions*.

Conclusions
The MMT is a reliable (α=.88) and valid selection methodology and is significantly more efficient than previous shortlisting procedures. The SJT provides incremental validity over the CPS, and candidate reactions were positive.

Take Home Messages
Results have major implications for developing selection methodology for postgraduate training, especially in assessing non-clinical domains. The MMT is used alongside a selection centre via a GP National Recruitment Office. A future research agenda will be presented.