

Applicant Guidance

**General Practice:
Multi-Specialty Recruitment Assessment (MSRA)**

Contents

1. Introduction	3
2. Sitting the MSRA	3
2.1 Resitting the MSRA in a recruitment year.....	3
3. Structure of the MSRA.....	4
4. Adjustments under the Equality Act 2010.....	4
4.1 Nursing Mothers Policy.....	5
4.2 Comfort Aids	5
5. Test Centre Locations.....	5
6. Registering for the MSRA.....	6
6.1 Re-registering for the MSRA.....	6
7. Invitation to the MSRA	6
7.1 Booking a test.....	6
7.2 Confirmation of test booking	7
8. Admission Policy.....	7
8.1 Identification (ID) Requirements.....	7
8.2 Alternative Identification Documents.....	8
8.3 Personal belongings.....	8
8.4 Breaks and refreshments	8
9. Reschedule Policy	8
10. Cancellation Policy	9
11. Missed Appointment.....	9
12. MSRA Outcomes.....	9
12.1 Scoring Scale.....	9

12.2 Maximum Achievable Score.....	10
12.3 Direct Pathway to Offers	10
12.3.1 Targeted GP Training Applicants	10
12.4 Appealing the Outcome	10
13. Applicant Expenses	11
14. Revision Materials	11

1. Introduction

The Multi-Specialty Recruitment Assessment (MSRA) is a computer-based assessment, delivered in partnership with Work Psychology Group and Pearson VUE, which has been designed to assess some of the essential competences outlined in the Person Specifications and is based around clinical scenarios.

The MSRA is utilised by a number of postgraduate medical specialties. Each speciality considers the MSRA differently as part of its selection process. It is recommended that you visit specific national recruitment websites and familiarise yourself with the appropriate guidance for that specialty. This guidance details the process for entry to General Practice ST1.

2. Sitting the MSRA

All applicants who apply to GP for the first time in any given recruitment year are required to sit the MSRA. There are no exceptions or exemptions to this requirement. A recruitment year commences in November and spans to the October of the following year. It comprises of Round 1 and Round 1 Re-advert for an August commencement and Round 2 for a February commencement.

A successful MSRA outcome will be valid for the entirety of the recruitment year in which it was undertaken. If you are successful in one round and you chose to re-apply in a subsequent round *within* the same recruitment year, your outcome will carry over.

If you have previously sat the MSRA for a specialty other than GP, you will not be required to re-sit the MSRA in a subsequent round *within* the same recruitment year provided the outcome you achieved meets the minimum threshold required for GP.

A successful outcome *cannot* be carried over into successive recruitment years.

2.1 Resitting the MSRA in a recruitment year

If you were unsuccessful in achieving the minimum threshold required for GP training, you will be required to re-sit the MSRA. A successful outcome from a previous recruitment year cannot be carried over.

If you were previously successful in an earlier round within the same recruitment year you will *not* be permitted to re-sit the MSRA.

3. Structure of the MSRA

There are two component parts to the MSRA - a Professional Dilemmas (PD) paper and a Clinical Problem Solving (CPS) paper. The length of each paper is as follows:

Paper	Length / Time
Professional Dilemmas (PD)	110 minutes
Clinical Problem Solving (CPS)	75 minutes

The papers are independently timed and the time remaining is each paper in denoted by an onscreen countdown timer.

On completion of the Professional Dilemmas paper, the timer on the Clinical Problem Solving paper will commence automatically after 2 minutes; a 2 minute countdown timer will be displayed onscreen. The Clinical Problem Solving paper can be started earlier by pressing *Next* on the screen.

The structure of both papers, including the question types, the competency domains being assessed and the scoring process is detailed in full in the [MSRA Test Blueprint & Information](#) document; you are strongly advised to read this document. Sample and practice questions for both of the papers are available from the [GPNRO Resource Bank](#).

In addition to the MSRA Test Blueprint & Information document and sample questions, Pearson VUE offer a generic tutorial to aid you in familiarising yourself with the controls and screen layouts in advance of the test. This tutorial can be undertaken at <http://www.pearsonvue.com/athena/>.

4. Adjustments under the Equality Act 2010

All HEE Local Offices and Deaneries are aware of the requirements of the Equality Act 2010 and will make reasonable adjustments to accommodate requests provided these are made known in advance. If you require any adjustments (e.g. wheelchair access, extra time, nursing mothers) you must inform your first preference HEE Local Office / Deanery or GPNRO of any special requirements, evidenced by supporting documentation at the earliest possible opportunity *and by no later than the application closing date*. Adjustments cannot be guaranteed if contact is made after the specified deadline and no adjustments can be made on the day of the test.

In some instances, in order to satisfy requests for adjustments, it may be necessary to schedule you in test centre at a specific time or in a specific location.

4.1 Nursing Mothers Policy

In line with the Equality Act 2010, the GPNRO will consider requests from nursing mothers to provide suitable facilities in the MSRA test centres. If this applies to you then you must submit this information with your application form. The GPNRO will then liaise with Pearson VUE in order to try and honour your request.

It should be noted that children are not permitted at any of the test centres and therefore it is recommended that nursing mothers check the location of the test centre before booking a test to ensure that nearby facilities meet any requirements you may have. Address details for each Pearson VUE Centre can be found at <http://www.pearsonvue.com/nro/locate>.

4.2 Comfort Aids

Pearson VUE list a number of medicines, medical and mobility devices as comfort aids which do **not** require pre-approval as an accommodation by the GPNRO. Comfort aid items are listed on the Pearson VUE website in the [test accommodations](#) section.

The items listed will be allowed in the testing room upon visual inspection by Test Center staff. Visual inspection will be done by examining the item without directly touching it (or the applicant) and without asking the applicant to remove the item, unless otherwise stated in Pearson VUE's comfort aid list.

5. Test Centre Locations

The MSRA is delivered globally on a number of consecutive days in a large number of Pearson VUE Computer Testing Centres. You can find your nearest Pearson VUE test centre by visiting <http://pearsonvue.com/nro/locate>. Please note that capacity at each centre is finite and there may be a requirement to travel to the nearest location with availability if there is no availability at your preferred location.

Applicants who reside in or, are in employment in the UK (including the Channel Islands and the Isle of Man) during the assessment window are expected to attend a UK test centre. If you are outside of the UK during the MSRA window, you will have the opportunity to sit the MSRA outside of the UK at a test centre nearest to your location, subject to seat availability.

6. Registering for the MSRA

Once the application window has closed, you will receive a message from the GPNRO asking you to register with Pearson VUE using very specific account credentials provided in the message. If you have applied to other specialties, you may receive multiple messages containing the same credentials from each. In this instance, you only need to register once. Failure to register will result you being unable to sit the MSRA and your GP application(s) will be withdrawn.

It is important to remember that the registration correspondence is not an invitation to attend the MSRA; on completion of registration, your account will correctly state you *do not* have any pre-approved exams at this time meaning you will not be able to book an appointment.

6.1 Re-registering for the MSRA

Applicants who registered with Pearson VUE for the MSRA *on or after* September 2017 will not be required to re-register; the account registered will be valid for all future MSRA events.

Applicants who registered with Pearson VUE for the MSRA *before* August 2017 will be required to re-register. However, once a new Pearson VUE account has been registered, it will be valid for all future MSRA events.

7. Invitation to the MSRA

All applicants who have been assessed as demonstrating evidence of eligibility as outlined in the Longlisting section of the [GP ST1 Applicant Guidance](#) will be invited to sit the MSRA. If you are invited, you will be required to book an appointment and undertake the MSRA; failure to do so will result in your GP application(s) not progressing further.

7.1 Booking a test

If you are invited to the MSRA, you will be required to log into your Pearson VUE account and use the self-service functionality to book a test at a centre, date and time of your choosing, subject to availability. The only exception to this is if you have requested a special accommodation, other than or in addition to extra time, under the Equality Act 2010; in this instance, you will be contacted directly by Pearson VUE with details of your appointment *provided* you have completed the registration process outlined in Section 6.

When booking your test, it is strongly recommended that you avoid booking from a mobile device or internet browsers that have reached the end of their product support lifecycle as these are unlikely to be supported.

When searching for seat availability at test centres by location, Pearson VUE will return a maximum of 30 test centres per location search. To view more test centres, you will need to alter your search criterion.

7.2 Confirmation of test booking

Once you have booked your test, you will receive an automated confirmation of booking email to your registered email address. If you do not receive confirmation, log into your Pearson VUE account to confirm if the booking process was completed in its entirety.

8. Admission Policy

You must arrive at the test centre at least 15 minutes before your scheduled appointment time to complete the necessary check-in procedures. It is essential that you arrive on time as applicants who arrive late will NOT be admitted entry.

You should note that children are not permitted at any of the test centres.

8.1 Identification (ID) Requirements

In line with the [Pearson VUE ID policy](#), from the list below, you are required to present one form of original (no photo copies or digital IDs), valid (unexpired) government issued ID that includes your **name**, recent **recognizable photograph**, and **signature**.

- International Travel Passport,
- Driver's license,
- Military ID (including spouse & dependents),
- Identification card (national/state/province identity card),
- Alien registration card (green card, permanent resident, visa),
- Local language ID (not in Roman characters) – *accepted only if issued from the Country you are testing in.*

All forms of acceptable IDs must be issued by the country in which you are testing. If you do not possess qualifying ID issued from the country you are testing in, an international travel passport in roman characters from your country of citizenship is required. If you are

European Union candidate testing within the EU zone, you may also provide a valid, unexpired EU card as primary ID.

Expired forms of ID are not acceptable, unless accompanied by valid renewal papers. A government issued ID missing a visible signature or one that has an embedded signature must be supplemented with an original, valid ID that has at least a matching name and recent recognizable photo, or a matching name and signature.

The first and last name you used on your application form and thus your Pearson VUE account must match exactly the first and last name on the ID that is presented on the day of your MSRA appointment.

8.2 Alternative Identification Documents

If you are unable to present any of the three documents listed above or, your first name and last name does not match EXACTLY with the one of the three documents that you intend to present on the day of your test, you must contact the GPNRO at the earliest opportunity at gpnro@hee.nhs.uk for further advice and instructions on suitable alternatives.

Failure to notify the GPNRO of any discrepancies will result in you not being permitted entry to sit the test.

8.3 Personal belongings

You will not be allowed to take any personal items with you into the testing room. This includes all bags, books or other materials not authorised for the MSRA, notes, phones, pagers, watches and wallets.

8.4 Breaks and refreshments

You are prohibited from taking food and drink into the test room. You may leave the test room for water or a comfort break, but no additional time will be allowed in your test. If you wish to leave the room, you must ask the invigilator. Please note that you will not be permitted to eat whilst in the test centre.

9. Reschedule Policy

If you wish to reschedule your test, you may do this via your [Pearson VUE account](#) for the test in question, within the test booking period. If you are an applicant with a pre-approved adjustment and wish to reschedule your test, please contact Pearson VUE via email at

nrocustomerservice@pearson.com. You must reschedule test appointments at least 24 hours before the appointment.

10. Cancellation Policy

If you wish to cancel your test, you may do this via your [Pearson VUE account](#) for the test in question, within the test booking period. If you are an applicant with a pre-approved adjustment and wish to cancel your test, please contact Pearson VUE through email at nrocustomerservice@pearson.com. You must cancel test appointments at least 24 hours before the appointment.

11. Missed Appointment

If you miss your test and wish to schedule another appointment, please contact the GPNRO at gpnro@hee.nhs.uk immediately; you will not be able to re-book online via self-service without first being re-authorised by the GPNRO. You should be aware that test centre availability is likely to be limited at this point and that you may be required to travel beyond your preferred locality.

Regrettably, the GPNRO will be unable to accommodate you if you miss an appointment on the final day of the MSRA window.

12. MSRA Outcomes

All applicants will be notified of their results, and thus their performance/outcome a short time after the conclusion of the testing window. The date by which you can expect your results is disclosed in the GP recruitment timeline for each round. The timeline can be found on the [Recruitment](#) webpage of the GPNRO website.

The results will be published in your Oriel account against your GP ST1 application as shortlist scores. Detailed guidance on how to locate or view these scores is contained in the [Oriel Applicant User Handbook](#).

12.1 Scoring Scale

The MSRA scores awarded for GP applicants in each paper are normalised around a mean score of 250 with a standard deviation of 40. In addition, the scores for each paper are banded 1 to 4 where 1 indicates that the minimum acceptable standard has not been

achieved. Applicants who achieve a band of 1 in either paper will be deemed unsuccessful and will not progress further with their application.

12.2 Maximum Achievable Score

Due to the abovementioned normalisation of all MSRA scores, there is no maximum achievable score. For a given cohort of applicants, normalisation is dependent on the average performance of said cohort and therefore, it is not considered meaningful to interpret the scores achieved in the MSRA with a maximum value.

12.3 Direct Pathway to Offers

All applicants who achieve a combined total score of 575 in the MSRA will qualify for a streamlined route which does not require them to attend a face-to-face assessment at Selection Centre. A score of 575 approximately represents the top 10 percentile in the first round of recruitment.

If you qualify for this route, you will be ranked first, before those who were deemed appointable via Selection Centre, increasing your chance of receiving an offer of training at a programme in one of your more preferred programmes/locations.

If you qualify for this direct route but you are subject to the Resident Labour Market Test, you will only be offered a post after all UK/EU/EEA applicants have been offered, including those who underwent an assessment at Selection Centre.

12.3.1 Targeted GP Training Applicants

The Direct Pathway to Offers route is **not** available for entry to Targeted GP Training programmes.

12.4 Appealing the Outcome

All applicants will receive feedback when they are notified of their outcome. The outcome is final and cannot be reviewed, re-marked or disputed. There is no appeals process.

If you feel your application has not been managed correctly and have evidence of a failure in the process, there is a national complaints policy and procedure. You should explore this route if you have any concerns about your application. A copy of the policy can be located in the [GPRNO Resource Bank](#).

13. Applicant Expenses

Expenses incurred by applicants attending the MSRA will *not* be reimbursed by the GPNRO. The MSRA is delivered on a number of consecutive days throughout the whole of the UK in a vast number of Pearson VUE test centres. You are therefore expected to attend a venue close to your residence or place of work.

14. Revision Materials

None of the GP question writers take part in or endorse any preparation courses or books.

The GPNRO understands that applicants may wish to revise and prepare for the MSRA with each other in small groups. However, sharing information about the actual assessments is unacceptable and is viewed as unprofessional behaviour. The MSRA uses a large number of different equated test forms and therefore knowledge of questions in one paper will not necessarily benefit others. We would also remind all applicants that entry to GP specialty training is competitive.