2020 SELECTION FOR
2021 INTAKE GUIDELINES
OVERVIEW & ONLINE APPLICATION

IMPORTANT DATES

6 JAN 2020  Registrations to SET open through RACS website.

3 FEB 2020  Registrations to SET close through RACS website (if you do not register first with RACS you will not be able to apply through GSA for selection).

19 FEB 2020  Log in details for General Surgery Application sent to candidates via email.

26 FEB 2020  Applications to General Surgery SET Program opens at 12:00pm AEDT.

25 MAR 2020  Selection Applications close at 12:00pm AEDT. Please be aware that you must complete your application, including payment for your application, prior to this time. The system will automatically log you out and your application cannot be submitted after this date and time under any circumstances.

27 MAR 2020  Interview dates are available on the GSA website: www.generalsurgeons.com.au Please advise before 24 April 2020 to selection@generalsurgeons.com.au of any prior commitments affecting your availability, including possible interviews with other specialties. Once interview dates and times are finalised they cannot be altered.

15 APR 2020  All applicants will be informed via email if they have or have not met minimum eligibility.


24 APR 2020  Last day to email selection@generalsurgeons.com.au with interview preferences. Preferences will be taken into consideration but not guaranteed.

29 MAY 2020  All applicants will be informed via email whether they are proceeding to the next stage [interviews] or whether they are ineligible as per the Regulations.

1 JUN – 5 JUN 2020  Eligible applicants are advised of interview date and time.

JUN/JUL 2020  Interviews take place. The exact dates will be available on the GSA website in March 2020.

27 JUL 2020  First Round Offers are made via email prior to 12.00pm AEST. Applicants in the last quartile and waitlist applicants will be advised by email.

14 AUG 2020  Second Round Offers are made via email prior to 12.00pm AEST. Applicants who do not receive an offer will remain on the waitlist unless written withdrawal of application is received. Applicants who do not receive an offer will be emailed advising that they remain on the waitlist.

4 SEP 2020  Third Round Offers are made via email prior to 12.00pm AEST. Applicants who do not receive an offer will remain on the waitlist unless written withdrawal of application is received. Applicants who do not receive an offer will be emailed advising that they remain on the waitlist.

25 SEP 2020  Fourth Round Offers are made via email prior to 12.00pm AEST if positions are available. Deferral is not permitted. Applicants who do not receive an offer will remain on the waitlist unless written withdrawal of application is received. Applicants who do not receive an offer will be emailed advising that they remain on the waitlist.

16 OCT 2020  Fifth Round Offers are made via email prior to 12.00pm AEDT if positions are available. Deferral is not permitted. Applicants who do not receive an offer will remain on the waitlist unless written withdrawal of application is received. Applicants who do not receive an offer will be emailed advising that they remain on the waitlist.

13 NOV 2020  Final date for offers via email if positions are available. Deferral is not permitted.

16 NOV 2020  Unsuccessful applicants on the waitlist are advised via email together with their feedback report.
OVERVIEW & ONLINE APPLICATION

PLEASE DO NOT TELEPHONE GSA

All queries must be sent via selection@generalsurgeons.com.au and will be answered within three working days. Please add this email address to your safe list.

REGULATIONS

Please print the General Surgery Selection Regulations and refer to the relevant Sections as you proceed, ensuring that all information is relevant and related to the Regulations. The Regulations are available at www.generalsurgeons.com.au/education-and-training/selection.

This document serves as a guide and answers many of the common questions. Candidates must always refer to the Regulations for specific details.

SEEKING ADVICE

Most questions can be answered by referring to the 2020 Selection Regulations for 2021 intake. GSA staff are unable to advise on scoring. If after reading the Selection Regulations, you consider that your activity meets the criteria, include this in the CV and upload your supporting documentation.

ONLINE APPLICATION

When first logging in, you will be advised if you are running an unsupported browser such as Safari. In other browsers you will need to be running the latest version and you will receive an error message if you are not.

Log in details will be sent via email on 19 February 2020.

Once you begin your online application you will be directed to the Demographic and Information Section, which must be completed before you are able to proceed. There is a question regarding your intention to defer. Your answer has no bearing on your application and is only used as an indication for planning. If you receive an offer in Rounds 1 to 3 you will then need to confirm if you will be deferring. Once this section is complete you can then proceed to any tab and complete or partially complete any Section.

There is a question regarding flexible training. This is where you can indicate whether you would like to be considered for a flexible training post if you are made an offer. Your answer has no bearing on your application, is not binding and is only used as an indication for planning. Flexible training posts are highly sought after and there is no guarantee.

You can enter and exit your application at any time prior to applications closing. During each section, you can check that you have completed each field and that no information is missing. This is done by clicking the Check button. If there are fields or data missing the system will advise you of this. You cannot submit the application until all errors are corrected.

ACCEPTABLE TYPES OF DOCUMENTATION

The system allows the following type of files to be loaded:

- For your photo: jpg, png, gif, bmp
- For documentary evidence: pdf

A box will advise you of any errors in the type of document that you have uploaded. Do not use long file names or special characters.
OVERVIEW & ONLINE APPLICATION

WHEN TO START YOUR APPLICATION
Please be aware that the completion of the application is time consuming and that the application website will automatically log you out at 12:00pm AEDT on Wednesday 25 March 2020.

Your application must be completed and the application fee paid prior to the deadline of applications closing. Payment of the application fee finalises your application.

Once you are satisfied with your application and you have entered all the data and documentation you wish to provide, please submit it as this will help us process applications in a timely manner.

Once submitted you are unable to make any amendments or additions.

PLEASE DO NOT LEAVE FINALISING YOUR APPLICATION UNTIL THE LAST MINUTE!

REVIEW YOUR APPLICATION
It is recommended that you preview your application prior to payment.

Once your application has been submitted and payment made it is final and your application cannot be changed or added to.

We will not accept documentation after applications close or following submission.

You will not be contacted to clarify entries of your Curriculum Vitae, or to request further documentation to support your application.

THE ONUS IS ON YOU TO SUPPLY THE CORRECT AND NECESSARY INFORMATION.

RECEIPT OF APPLICATION
You will receive an automated response advising you that your 2020 Selection Application to the General Surgery SET Program has been submitted and received by GSA.

Should you not receive a confirmation email within one hour of submitting your application please contact us by email at selection@generalsurgeons.com.au.

GENERAL INFORMATION
The Australian Board in General Surgery is looking for a candidate with a genuine interest in General Surgery, relevant education, and who has a proven history of commitment and initiative.

Please keep your log in details as you will need them again if you receive an offer. You can use the forgotten password/username function on the website if you have forgotten your details.

Your application will be updated when offers are made so that you can view your status regarding offers.
CURRICULUM VITAE – OVERVIEW

The structured Curriculum Vitae (CV) Section of the application process accounts for 35% of your overall score. Each of the scored components is detailed in Section 4.1 to 4.8 of the Regulations. The Australian Board in General Surgery has released the scoring guide for Structured Curriculum Vitae, please refer to Appendix 1 of the 2020 Selection Regulations for 2021 Intake.

The Regulations are very clear on what will and what will not be scored - please save time by not including items that will clearly not be scored.

DO NOT INCLUDE

These are examples of what not to include:
- Roster as evidence of a rotation
- Thank you letter from a patient as an award
- Documentation that does not verify your entry – this will make your entry invalid
- Documentation that is not asked for

DO

- Have your documents ready when completing your application
- PDF your documents
- Ensure that your photograph is clear and passport size if available

SCORING

Your application is randomly allocated to a member of the Australian Board in General Surgery for scoring. A GSA staff member will also score the application independently. Should there be a discrepancy in any of the six (6) scoring Sections the application is referred to the Australian Board in General Surgery Chair or their representative for final adjudication.

DOCUMENTATION

Entries where your documentation does not verify your activity WILL NOT be scored. It is important that you ensure you upload the correct documentation and ensure you meet the criteria of the Regulations.
In this Section you must include:

- Rotations to meet minimum eligibility
- Rotations that are eligible to be scored
- Rotations you will use for referees

Only General Surgery and Surgical Rotations undertaken from 1 December 2017 until 25 March 2020 are to be counted for the purposes of minimum eligibility, referees and scoring, unless you have been in active full-time research or on Parental Leave as per Section 2.5.5, 2.5.6, 4.3.2 and 4.3.3.

If you were in full-time research during both 2018 and 2019, your rotations in 2017 and 2016 would be acceptable.

Part-time research or only being in research for one year does not extend the validity period of rotations.

Where the applicant has been on parental leave for a minimum of three (3) months between 1 December 2017 and 25 March 2020, the validity period will be extended backwards by the number of months of parental leave taken. Supporting documentation of parental leave must be provided.

Critical Care terms have no validity period and can also be completed before 31 December 2020 to meet the minimum eligibility requirement.

The level you were employed at is not considered (except in the Rural Surgical Experience section) however the rotation must adhere to the timeframe and units specified in the Regulations.

If you are relying on a future rotation to fulfil the Critical Care minimum eligibility requirement and you receive an offer you must supply evidence in writing from the hospital that you have completed the outstanding rotation to retain your offer. If you do not, your offer will be rescinded.

Rotations must be for a minimum period of eight (8) continuous weeks and completed prior to the application closing date (not the date you lodge your application). Rotations are to be in a full-time capacity, with part-time hours to be calculated on a pro-rata basis. Please refer to Selection Regulations Section 2.5 for further details.

For General Surgery Rotations for the purpose of Minimum Eligibility the following also applies:

- The 26 weeks may include up to a maximum of three (3) weeks leave. The leave will be considered and must have been taken during the General Surgery rotations utilised for minimum eligibility purposes only. Documentation confirming the leave was taken during a General Surgery rotation must be provided.
- Leave will only be considered for minimum eligibility (General Surgery rotations) purposes and therefore leave will be deducted from the rotation for any other surgical rotations. The remaining balance of the rotation must be at least eight (8) weeks to be considered eligible.
- The 26 weeks must be completed by the application closing date as well as be in line with validity period specified in the Regulations.

Ensure rotations are entered using the dates listed on the supporting documentation. Your supporting documentation with rotation dates will be cross-checked.

Where a candidate has been in a rotation for a continuous period of 26 weeks or more, the candidate may nominate up to six (6) consultants from the rotation. You do not need to break down the rotation in order to supply six (6) referees.

When entering your dates into the Selection Application, the system will automatically calculate 56 days to equal eight (8) weeks. Should your eight (8) week rotation be less than 56 days and you are 1-2 days short please round up the dates in the Selection Application. Should you be short any more than 2 days do not use that rotation. This is the only exemption to date changes of your rotation as per your supporting documentation.

If you have taken leave during a surgical rotation, and therefore have physically worked less than eight weeks, this rotation cannot be used. For example, an 11 week rotation with four (4) weeks leave, indicates you have only worked seven (7) weeks which would make the rotation ineligible.
CURRICULUM VITAE
MINIMUM ELIGIBILITY REQUIREMENT & ROTATIONS

DO NOT SUBMIT

- Nights cannot be included in a Relieving rotation – if they are included this term will be invalid.
  Please refer to Selection Regulations 2.5.7m
- Relieving terms cannot be included in a night’s rotation – if they are included this term will be invalid.
  Please refer to Selection Regulations 2.5.7n
- Rotations where you have worked less than eight weeks.
- A contract roster as documentation
- Excel worksheets as documentation
- Uncorroborated rotations

DOCUMENTATION

Rotation documentation must include:

- Rotation type, (e.g. General Surgery, ED, Colorectal)
- Dates of rotation terms on signed letterhead from the hospital
- General Surgery rotations that are combined with another specialty listed in 4.3.5b,c,f,h and i, will only be considered General Surgery where documentation states that 80% of the rotation was in General Surgery, working for a General Surgeon and on the General Surgery on call roster. If not eligible to be considered a General Surgery rotation, it may be deemed eligible to be scored as a surgical rotation.
- Vascular, thoracic, head and neck or paediatric rotations being used as General Surgery rotations - the documentation must state you were working for a General Surgeon and on the General Surgery on call roster. Otherwise they will not count as a General Surgery rotation and this may affect your minimum eligibility.
- Night and relieving rotations being used as a General Surgery rotation - the documentation must state that 80% of the term was undertaken covering General Surgery units as specified in 2.5.7m – 2.5.7n of the Regulations.

If your documentation does not include the correct information as per the above and Regulations, the rotation will be invalid and you risk that rotation not being scored or not meeting minimum eligibility.

You will need to contact your Medical Workforce or staffing office and ask for a list of your rotations with the dates included. If the document lists all of your rotations for the past few years then you will need to add this same document for every entry in the online application in order to verify each rotation listed.
PROCEDURAL SKILLS & PROFESSIONAL CAPABILITIES FORM
MINIMUM ELIGIBILITY REQUIREMENT & ROTATIONS

Applicants must submit the completed Australian Board in General Surgery Procedural Skills and Professional Capabilities Form available on the GSA website.

The rotations in which the skills and capabilities are verified in must have been completed between 1 December 2017 and 25 March 2020.

Each Procedural Skill and Professional Capability listed must be verified by the consultant surgeon supervising the rotation(s). Refer to the Regulations and Referee section in this guide on what constitutes a consultant.

All skills must be signed on the ONE form.

DO NOT SUBMIT

• More than one Procedural and Professional Capabilities form
• Forms where skills and capabilities are verified outside of the validity period – this will deem your application ineligible
• Incomplete form – this will deem your application ineligible

DO SUBMIT

Each Procedural Skill and Professional Capability listed must be verified by the consultant surgeon supervising the rotation(s).

DOCUMENTATION

• Only the Australian Board in General Surgery form available on the GSA website is to be used.
• A consultant in any surgical field can verify the procedural skill/capabilities form as per the Selection Regulations.
• More than one consultant surgeon can sign the form.
• Each skill must CLEARLY specify the rotation, dates, consultant surgeon’s name and signature
• Each individual row must be completed by a consultant surgeon, signed and dated.
• Future rotations are not to be used. A form which lists a future rotation will be deemed ineligible and you will not proceed further in the selection process.
• Ensure rotations are verified within the validity period of 1 December 2017 to 25 March 2020.
The successful completion of the Surgical Science Generic Examination is a minimum eligibility criteria and needs to be achieved prior to application closing date on 25 March 2020.

The last available date to sit the Examination is the February 2020 sitting as the results will be available to you prior to the application closing date.
CURRICULUM VITAE

QUALIFICATIONS

DO NOT SUBMIT

• Medical Degree, including MBBS, MBChB or MD
• Honours
• Graduate Certificates or Certificates
• RACS Basic Science Examination
• MRCS
• SSE Specific Examination
• Clinical Examination
• Masters or PhD that has not been completed or marked
• Bachelor’s Degree
• Courses

THE ABOVE LIST WILL NOT ATTRACT ANY POINTS

• Do not submit a course that is titled a diploma as it will not be scored.

DO SUBMIT

• Masters/PhD in a medically related field
• Diplomas or Graduate Diplomas in a medically related field

Higher Degrees, Diplomas or Graduate Diplomas must be complete and marked prior to applications closing on 25 March 2020.

If you feel that your Masters, PhD, Diploma or Graduate Diploma meets the criteria of being medically related please include it in your application for consideration of scoring.

A Graduate Diploma/Diploma is one that meets the Australian Qualifications Framework definition.

DOCUMENTATION

• Proof of completion and final mark
CURRICULUM VITAE

PRESENTATIONS & PUBLICATIONS

A maximum of one (1) non General Surgery publication will be scored. The candidate must demonstrate how the publication is relevant to General Surgery, Basic Surgical Sciences or Surgical Education. For example, if you submit two General Surgery publications, and five urology publications, you will score points for the General Surgery publications if valid, but only score for one of the urology publications (the publication that would attract the most points).

Presentations that do not relate to General Surgery, Basic Surgical Sciences or Surgical Education will not be scored.

Presentations will be scored depending on Local or National/International level and type.

Publications are scored depending on level of authorship.

When the same body of research has been published in a peer reviewed journal and presented, both the publication and the presentation will each be scored individually in accordance with the Regulations.

Presentations of similar topics will only be scored once.

“How I Do it” and “Perspective” articles in peer reviewed journals will be scored as a case report.

DO NOT SUBMIT

- Presentation of Masters of PhD dissertation
- Case report where you are not the first author
- Prospective presentations and publications
- Presentations where you were not the named presenter
- Presentations not relevant to General Surgery or basic surgical science or surgical education
- Hospital/Network based presentations
- Letters to editors or media releases (excluding ANZ Journal of Surgery – Case Reports can be published as letters to editors – these are accepted for scoring)
- Presentations undertaken at a meeting that is not peer reviewed, chaired or subject to abstract selection. The Board will not score presentations undertaken at WASET Conference.
- Submit an acceptance email/letter of your presentation or publication as proof of documentation – this will deem the entry invalid

DO SUBMIT

- Presentations or publications undertaken within the past five (5) years
- Presentations undertaken or publications published prior to the application closing date on 25 March 2020
- A publication on an internet journal will be awarded if it is a peer reviewed journal
- Points can be awarded for publications where you are the first or subsequent author

DOCUMENTATION

- Copy of the publication
- Letter from convener/conference organiser stating applicant undertook the presentation, type (oral or poster) and title of presentation and copy of abstract submitted for presentation
- Certificate of presentation clearly stating the title, type (oral or poster) and applicant’s name and copy of abstract submitted for presentation
- Documentation that the meeting complies with the Regulations including:
  - Abstract Selection, Peer reviewed and Chaired
CURRICULUM VITAE
PRIZES & AWARDS

Prizes and Awards must have been received during Postgraduate years.

DO NOT SUBMIT

- Scholarships
- Grants
- CME Points
- Letters of Appreciation
- Distinctions
- Honours/Honour Roll
- Courses
- Golden Scalpel Awards
- Prizes or awards received during undergraduate years including basic medical degree ie MD
- Certificates of Merit
- Certificate of Excellence
- Hospital/Network based Award/Prizes
- Commendations
- Honorary/Special Mentions

DO SUBMIT

- Prizes/awards for excellence in a surgically related field, including presentations, awarded during post graduate years

DOCUMENTATION

- Copy of Award
- Photograph of medal clearly displaying name, award and date
- Letter from Institution outlining Award and year awarded
- Paper or abstract associated with the award if for a presentation
CURRICULUM VITAE
SCHOLAR & TEACHER

The Australian Board in General Surgery is looking for applicants who show a genuine and ongoing commitment to continued teaching.

Please note that for University teaching two consecutive university semesters is equivalent to six (6) months teaching.

DO NOT SUBMIT

- Bedside teaching, even if supporting documentation states that it is outside of your normal employment (except in relation to Section 4.8.6 of the Selection Regulations)
- Commitments less than six (6) months duration prior to 25 March 2020
- Teaching that includes semester breaks to meet the minimum six (6) months required, e.g. a Feb–June semester would not be eligible as it is less than six (6) months continuous teaching.
- Commitments that are a part of your employment obligations
- Commitments undertaken more than three (3) years ago
- Non-medical related teaching
- Evidence of mentorship as a teaching commitment

DO SUBMIT

- Evidence of Teaching that has been for a minimum of six (6) months prior to 25 March 2020 of continued teaching and a minimum commitment of two (2) hours per week
- Medically related Teaching
- Teaching that meets requirements under Section 4.8 in the Selection to General Surgical Training Regulations
- Teaching undertaken within the past three (3) years

DOCUMENTATION

Documentation must include:

- Dates
- Time commitment per week – number of hours
- Activities
The structured Referee Report Section of the application process accounts for 25% of your overall score.

The purpose of the structured Referee Reports is to gather information on personal attributes including quality of work, assessments and suitability for the SET Program in General Surgery.

CHECKLIST

Below is a checklist to assist you with selecting appropriate referees:

1. Compile a list of all referee names and contact email addresses
2. Ensure at least two (2) General Surgeons are listed from at least one (1) General Surgery rotation
3. All referees must be surgical and connected to a minimum eight (8) week rotation entered into the Rotations Section of your application
4. Choose referees who can make substantial comment about you on the following:
   a. Medical and Technical Expertise
   b. Judgement and Clinical Decision Making
   c. Communication
   d. Collaboration
   e. Scholar and Teacher
   f. Professionalism
5. Confirm with the nominated referee that they agree and can complete your report during the period 22 April 2020 – 20 May 2020. NO REPORTS WILL BE ACCEPTED OUTSIDE OF THIS TIME PERIOD.

WHO CANNOT BE A REFEREE

• A SET trainee is not an appropriate referee even if they are now a Fellow. The referee must be a consultant at the time of the rotation
• A surgeon employed in a fellow position
• Non-surgical doctors/consultants (only surgical referees will be permitted)
• Surgical consultants not connected to a minimum eight (8) week term

WHO CAN BE A REFEREE

A consultant is defined as:

• Fellow of the Royal Australasian College of Surgeons employed as a specialist surgeon; or
• A vocationally trained surgeon employed as a specialist surgeon
REFeree REPORTS

OVERVIEW

HELPFUL HINTS

• For each rotation you can specify up to three (3) referees. For rotations that are twenty-six (26) continuous weeks, or more on one unit, up to six (6) consultants can be nominated.
• A minimum of six (6) valid referees are required to be nominated
• You are able to nominate up to a maximum of ten (10) referees
• Two (2) General Surgery referees, connected to valid rotation, MUST BE nominated otherwise your application will be deemed ineligible
• Choose consultants that have supervised you closely to ensure that they can answer the referee report fully to ensure that a valid report is received

PROCESS

The Australian Board in General Surgery will select five (5) primary referees and the remaining name/s will be used as alternate referees. This selection process is completed prior to referee reports being requested with all of your referees being asked to provide a report.

The Australian Board in General Surgery will select referees as follows:
• First preference – General Surgeons
• Second preference – Other Surgeons

The names of the referees and their scores will not be released under any circumstance. This agreement forms part of your online application.

A referee can only be nominated once as only one report can be received per consultant surgeon. Whilst you may list the consultant against more than one rotation in the rotations section of the application, please ensure you only select their name once in the Referee Section should you elect to use them as a referee.

You must have nominated a minimum of six (6) different referees.

PLEASE ADVISE ALL NOMINATED REFEREES THAT THEY

• Will be contacted by email only
• Will be required to complete reports online only
• Can only submit reports during 22 April – 20 May 2020
• Need to contact RACS at SET.Enquiries@surgeons.org with any technical problems

Please note that referees who have not completed your report are sent several email reminders during the referee report collection timeframe.

GSA staff will not contact applicants to advise that referee reports are outstanding.
The Interview Section of the application process accounts for 40% of your overall score.

**ELIGIBILITY**

To proceed to interview you must satisfy the following two criteria:
- Have five (5) valid referee reports at the end of the referee collection period
- Have a total combined CV and Referee score that ranks you in the first two quartiles, that is those ranked in the top 50% will be eligible to proceed to interview

**NOTIFICATION**

If you are successful in your application, please advise by email by 24 April 2020 of any prior commitments, conflicts or work schedule. Every effort will be made to accommodate you, however once interviews are organised no changes can be made. Logistically the organisation of interviews is extremely complex, with over 100 Fellows volunteering their time.

From 29 May 2020 you will be notified of one of the following:
- Whether you were deemed ineligible to proceed; or
- Whether you have been granted an interview and the region where your interview will take place

The relevant Regional Executive Officer will send each eligible applicant the details of the interview including date, time and location approximately five (5) days prior to the interview.

**PLEASE ENSURE YOU READ THIS LETTER CAREFULLY AND CONFIRM YOUR ATTENDANCE WITH THE REGIONAL OFFICE.**

The State supplied in your mailing address will be used to determine where your interview will take place. If your mailing state is ACT, TAS, NT or you are from overseas, your interview State will be the Region you select as your first preference.

Should you wish to be interviewed in a different State to your first preference please advise via email to selection@generalsurgeons.com.au before 24 April 2020.

**ON THE DAY OF THE INTERVIEW**

Should you not present at your scheduled interview, your application will be withdrawn.

There are five (5) interview stations each of which will be a maximum of ten (10) minutes in duration. The interview time will be a maximum of fifty (50) minutes. The interview panels comprise three (3) clinical scenario stations and two (2) non-technical stations.

**ON THE DAY:**
- Be early
- Be appropriately presented for an interview
- Be prepared
OFFERS

RECEIVING OFFERS
Should you be offered a place on the General Surgery SET Program your offer will be emailed to you with details on how to respond. Please do not email your response to this offer as you must complete the application offer online.

If your offer is not in your state of first preference, but you wish to be considered for your first preference in subsequent rounds, please ensure that you select the appropriate option as your response is binding and cannot be changed.

If you do not respond by the deadline, the system automatically records a “decline” response and your offer will be withdrawn and you will not proceed further in the application process.

You cannot change your preferences once your application has been submitted.

Should you accept an offer from another surgical specialty, please advise via email to selection@generalsurgeons.com.au so that you are removed from the waiting list.

FEEDBACK
As per the Regulations you will not be advised of your ranking, however you will be informed which quartile you were ranked in.

Applicants in the last quartile, those not interviewed and those who have not been successful in obtaining an offer will be provided with feedback after 16 November 2020.

You will receive feedback on your score for:
- Curriculum Vitae
- Referee report
- Interview if applicable

DO NOT

- Email requesting your ranking
- Request details of the referee names and their scores
- Email requesting feedback earlier than 16 November 2020

DO

- Seek constructive feedback from referees