

Values Based Recruitment

Applicant Guide



What is Values Based Recruitment?

Values Based Recruitment (VBR) is an approach whereby the Clinical Education Team at University Centre South Devon (UCSD) attract and select students, whose personal values and behaviours align with the NHS values outlined in the NHS Constitution. **All applicants offered interviews will undertake a VBR process.**

Why are we using Values Based Recruitment?

The purpose of **VBR** is to ensure that future students are selected based on their own values, which match those of the **workforce requirements of the NHS**. We believe that our values will support the delivery of excellent patient care.

The values based questions used within the interview process have been co-created between the Clinical Education Team, Service Users and Carers and our Placement Providers.



What is the format of the Interview and how can you prepare?

The aim of VBR is simply to **assess if the values/personality of the applicants** supports their ambition to work in healthcare. For the applicants this means the opportunity to demonstrate how well suited they're for this type of training (and employment) in several different styles of interview. **This approach is called multiple mini interviews (MMI).**

The only revision needed is to be yourself and show some awareness of the **values and constitution of the NHS**, and current healthcare issues. If you're applying for FdSc Hearing Aid Audiology you're also advised to consult the Health and Care Professions Council documents, Standards of Conduct, Performance and Ethics and Standards of Proficiency for Hearing Aid Dispensers.



Multiple Mini Interviews (MMI)

The MMI format used at UCSD is a common format for VBR. You'll score points from the different interviews allowing you to be marked on a variety of skills.

The formats for the MMIs are:



- ▶ A group task activity where you can demonstrate your **team work skills** whilst completing a simple task.
- ▶ Scenario based activity where you describe **what you would do in a certain situation**. For example; your friend has failed all their exams and is very upset. They're saying "I feel such a failure and have made a mess of everything". What would you do and say to your friend in this situation?
- ▶ An individual interview where you answer a few simple **questions about your suitability** for the programme.

If you have any questions in the meantime, please contact the Clinical Education Team at ClinicalEducation@southdevon.ac.uk or phone **01803 540875**. Good luck!



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