**Campaign Ref:** **< Insert Campaign Name >**

#### **Board Member Survey**

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| **Name:** | **Interview Board Number:**  **Date:** |

## We are always looking to improve our processes and would be grateful if you could complete this short survey providing feedback on your experiences during this recruitment campaign.

## Please return your completed survey with your interview packs, guides and other documentation at the end of the final day of interviews.

1. Was this the first time you interviewed for this campaign? Yes  No 
2. Was this the first time you used the structured approach to interviewing? Yes  No 

**The Interview**

1. How would you rate the effectiveness of the interview format in helping you reach decisions about the suitability of individual candidates?

Poor  Adequate  Good  Very Good 

1. How would you rate the amount oftime available for:
2. interviewing candidates Sufficient  Insufficient 
3. evaluating candidates Sufficient  Insufficient 
4. How would you rate the usefulness of the interview guidelines

Poor  Adequate  Good  Very Good 

1. How would you rate the usefulness of the interview board briefing

Poor  Adequate  Good  Very Good 

Additional comments on the content of the briefing – is there anything you would like to have included/excluded?

1. How would you rate the development of the interview board as a team?

Poor  Adequate  Good  Very Good 

1. How would you rate the quality ofinformation made available to candidates (job descriptions, Additional Information, information on the Code of Practice, interview preparation material)?

Poor  Adequate  Good  Very Good 

1. How would you rate the preparation of candidates for interview?

Poor  Adequate  Good  Very Good 

1. How would you rate this selection process in terms of fairness

Poor  Adequate  Good  Very Good 

1. How would you rate the overall effectiveness of the interview process

Poor  Adequate  Good  Very Good 

## **Standard/Performance**

1. How would you rate the overall standard of candidates you saw during these interviews?

Poor  Adequate  Good  Very Good 

If you have interviewed previously for posts please also answer question 12(a)

* 1. How does the standard compare with the quality of candidate at interview for previous posts?

Much Lower  Lower  Similar  Higher  Much Higher 

1. In your opinion, what specific areas did candidates lack satisfactory knowledge/skills/experience in during the current competition?

Include or delete as relevant

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| Professional Knowledge/Clinical Knowledge  Skills/Competency Areas (Quality, Evaluating info)  Experience |

1. Please describe any areas in which successful candidates were particularly strong.

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Consistency & Quality Assurance Initiative

As part of the interview process, we introduced a quality assurance system aimed at improving Board Members’ understanding of the standard within and across boards. We regularly collated score profiles, for each board, and provided updates on the consistency of application of the standards, and any issues arising on the different boards. We are interested in establishing your level of awareness of this initiative and your views on the usefulness of it.

1. Are you aware of the quality assurance system? Yes  No 
   1. If Yes, how would you rate the system’s usefulness? Poor  Adequate  Good  Very Good 
   2. If No, would you like to view other boards score patterns for the same competition in the future?

Yes  No 

1. What implications do you think viewing other boards score patterns might have on your board’s scoring decisions?

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1. Please describe any recommendations or other systems/facilities you think would improve information sharing between boards on the same competition in the future if implemented.

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1. Please provide any recommendations/suggestions to improve the overall interview process.

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**Recruitment Team**

1. How would you describe the service provided
   1. in advance of participating in the interviews?: Poor  Adequate  Good  Very Good 
   2. during the interviews? Poor  Adequate  Good  Very Good 

Please add any other relevant comments

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## Thank you for completing this survey.