

Adopting a holistic approach in the selection framework for entry into Family Medicine Residency

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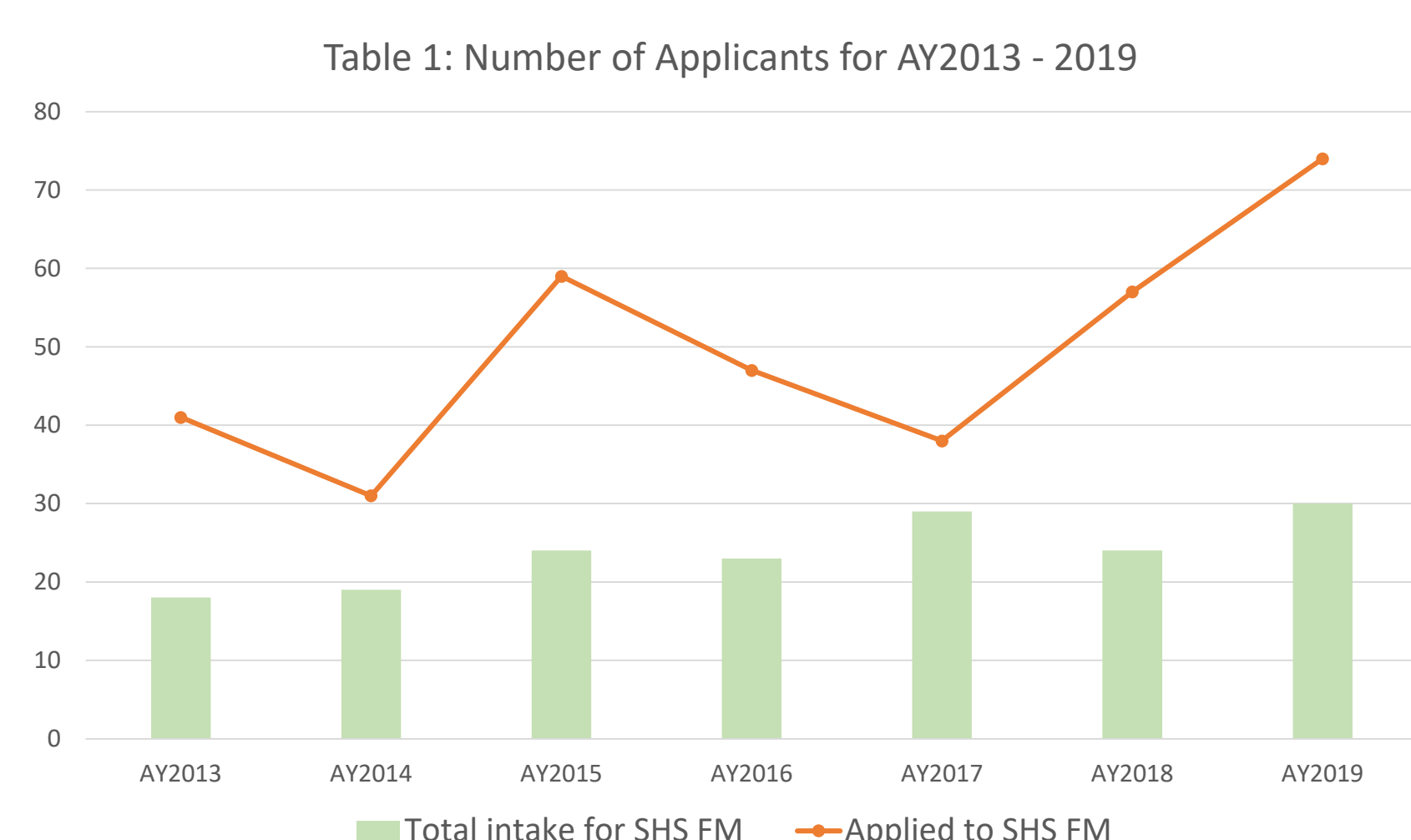
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Introduction

Every year, our Family Medicine (FM) residency program faces the challenge of selecting quality candidates with a good fit into the program from an increasing pool of applicants.



In order to match suitable applicants from large pool of talent, our selection committee was formed consisting of senior core faculty members. The committee's role is to establish the selection criteria, and this include academic excellence, personal attributes, teamwork, and inclination towards FM.

Methodology

Selection Committee outlined the positive attributes of a good Family Physician who will be the graduate of the Family Medicine Residency program, and this includes:

- Strong foundation in medical knowledge
- Being a Team player
- Having resilience and ability to reflect

Domains were defined for each interview stations and questions for station 1 to 3 were designed with the following themes to allow interviewers to keep on track and engage candidates effectively within the limited interview time, including:

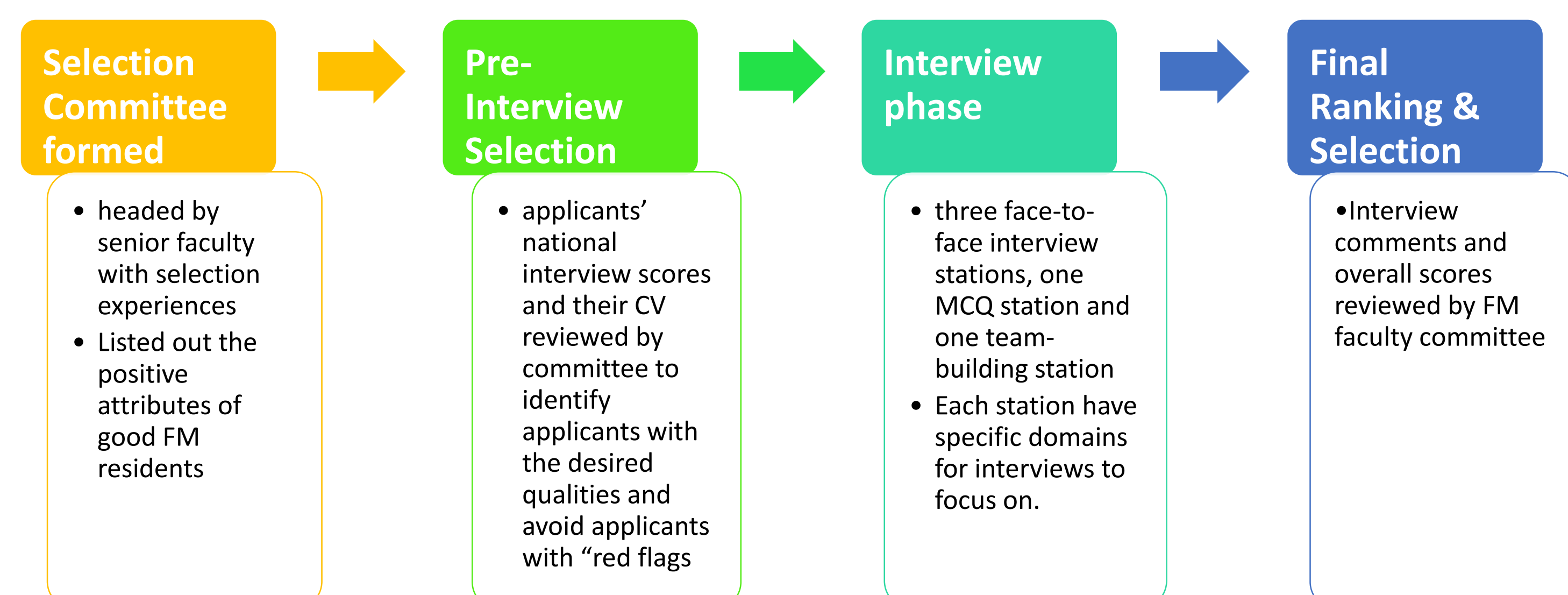
- Principles of Family Medicine
- Resilience and Reflection
- Integrity and Ethos

Domains	Station 1 Suitability for FM	Station 2 Resilience and Reflection	Station 3 Integrity and Ethos	Station 4 Teambuilding	Station 5 MCQ
Ethical responsibility		✓	✓		
Reliability & dependability	✓	✓	✓		
Motivation for family medicine	✓				
Social, interpersonal skills and Teamwork		✓	✓	✓	
Leadership			✓	✓	
Capacity for improvement	✓	✓		✓	
Resilience and Adaptability		✓	✓		
Oral Communication	✓			✓	
Critical Thinking	✓		✓	✓	
Medical Knowledge					✓

The admission exercise process consisted of the pre-interview phase and the interview phase. The interview phase consists of three face-to-face interview stations, a 50-MCQ station and a teamwork station. Interviewers at each station graded the candidates based on the domains tested on a grading sheet. The overall score was tabulated from both the pre-interview phase and the five stations in the interview phase.

Methodology

A final review of candidate ranking was conducted by the core faculty based on the overall score and qualitative comments on the candidate.



Results

From the admission exercise in Nov 2018, the program was able to obtain 100% match and fulfilled our quota for the AY2019 intake. Feedback was also collated from candidates and interviewers after the exercise:

Interview Stations

- Candidates felt that they were holistically accessed during the interviews,
- Candidates felt that the interviewers are able to engage them well
- Interviewers were able to access candidates with clear and defined domains for each stations

Team-building station

- Good way to ease tension in a formal admission exercise
- Good opportunity to interact fellow candidates and demonstrate good team dynamics and communication.



Conclusion

This admissions exercise format can be used annually to effectively match and select candidates for the FM residency program.

Further evaluation on each intake's in-training examination (ITE) results, attrition rate and occurrence of remediation and PIP can be carried out, to further refine the selection process.