

Recruitment and selection methods in pre-registration nursing

Background

A project team has been commissioned by the Yorkshire and Humber Health Authority to undertake research reviewing the impact of widening participation initiatives on admission to health professional courses. One aspect of this research has involved reviewing the evidence base surrounding recruitment and selection methods, specifically focusing on the use of interviews as this is a widely used selection method throughout the UK within pre-registration nursing university admissions processes.

The Schwartz Report in 2004 recommended the use of fair and transparent processes, valid and reliable recruitment and selection methods as well as the minimisation of barriers for entry to higher education.

These recommendations need to be carefully considered alongside the professional body guidance provided by the Nursing and Midwifery Council which advocates the use of face to face engagement as a selection method for all potential nursing students.

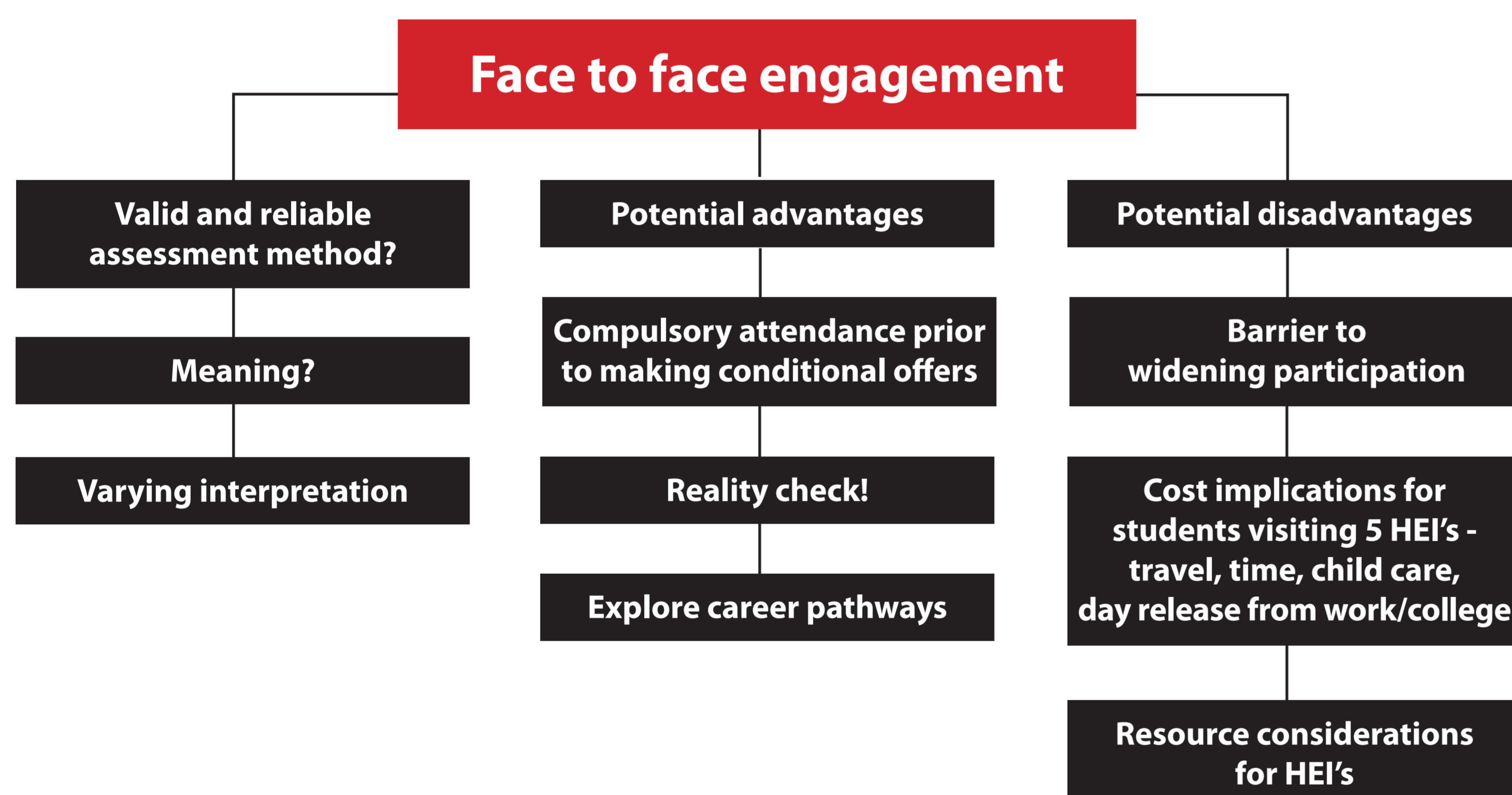
Fair admissions system should....

- ▶ be transparent
- ▶ select applicants who are likely to complete the course as judged by achievements and potential
- ▶ use assessment methods that are valid and reliable
- ▶ seek to minimise barriers for applicants
- ▶ be professional and underpinned by appropriate processes

(Schwartz, 2004)

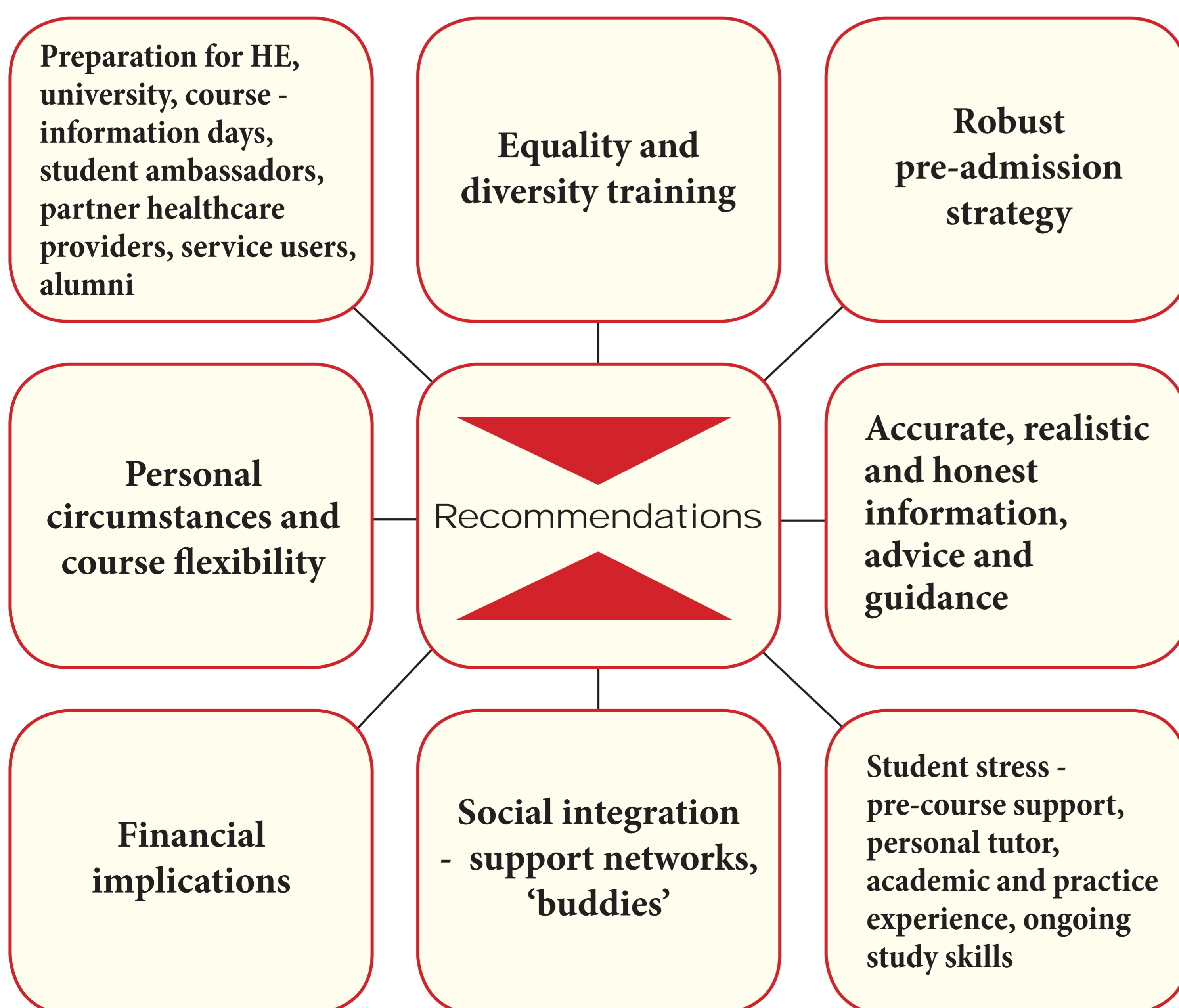
Professional body guidance from the Nursing and Midwifery Council (2008)

- ▶ Literacy skills - 'include using a word processor'
- ▶ Numeracy skills - 'include using a calculator'
- ▶ 'The selection process should always include face-to-face engagement'



Evidence for interviewing?

- ▶ 'No strong rationale'
- ▶ 'Confusion re: required personal characteristics of future nurses'
- ▶ 'Intuitive selection of nurses'
- ▶ Subjective criteria 'dressed, beauty, overt personality, earrings worn by men'
- ▶ Assessment of 'realistic knowledge of nursing'
- ▶ 'Select better motivated students'
- ▶ 'Assessment of emotional intelligence'
- ▶ 'Determine aptitude for caring and necessary prerequisite intelligence'
- ▶ Use of audiovisual test 'decode non-verbal cues.. assess empathy...recognise emotions'
- ▶ 'Language and cultural barriers, hindering interview preparation and performance'
- ▶ 'Assessing spelling, grammar, punctuation'



Project Team

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