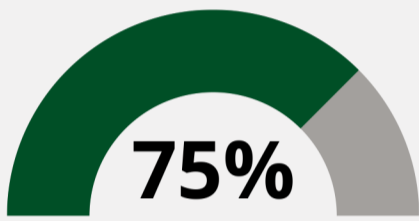
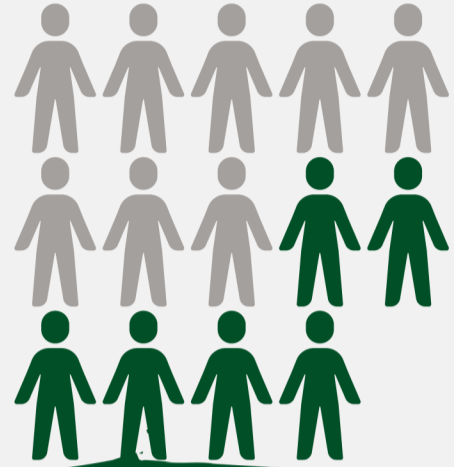


# AUDIT OF UNSUCCESSFUL SRBPA PRE-APPLICATIONS

Pre-applications received up to November 2022

## Success rate

- 6 successful and 8 unsuccessful pre-applications received between November 2021 and November 2022.
- 41 applications received since route launched with 25 of these being unsuccessful.



## Level of responsibility

6 of 8 the unsuccessful applicants were working at the right level of responsibility.

## Reasons for refusals

Mainly relate to lack of planning with regard to gaps in knowledge and experience.

For example, applicants with experience solely in one field. The main gaps were in health intelligence and health improvement.

All but three applicants participated in an appropriate CPD scheme.

Gaps in knowledge/experience not clear in PDP

Expertise only in one field of public health

Application not completed well and is vague

No clear public health experience



## Summary

- SRbPA process is **not** a developmental route
- Applicants need to be working at the right level of seniority and have knowledge and experience **across the breadth of the competencies when they send in their pre-application**
- This is particularly apt given there are limitations for both submission time and number of attempts for the portfolio
- Applicants must be nearly ready to submit their portfolio in respect of acquired knowledge and experience or have **limited gaps which they acknowledge and have support from their manager to fill these**
- This audit confirms that the pre-application process is identifying those not yet ready or have inappropriate experience