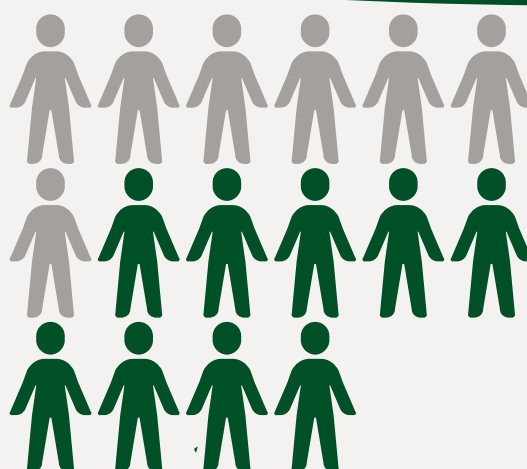


AUDIT OF UNSUCCESSFUL SRBPA PRE-APPLICATIONS

Pre-applications received between November 2022 and
November 2023

Success rate

- 9 successful and 7 unsuccessful pre-applications received between November 2022 and November 2023.
- 57 applications received since route launched with 32 of these being unsuccessful.



Level of responsibility

All of the unsuccessful applicants were working at the right level of responsibility.

Reasons for refusals

6 of 7 unsuccessful pre-applications were refused due to a lack of planning around gaps in knowledge and experience, which was not evidenced in their PDP and with no clear plan as to how gaps would be addressed.

Other reasons for refusal related to applicants with experience solely in one field or no clear Public Health experience.

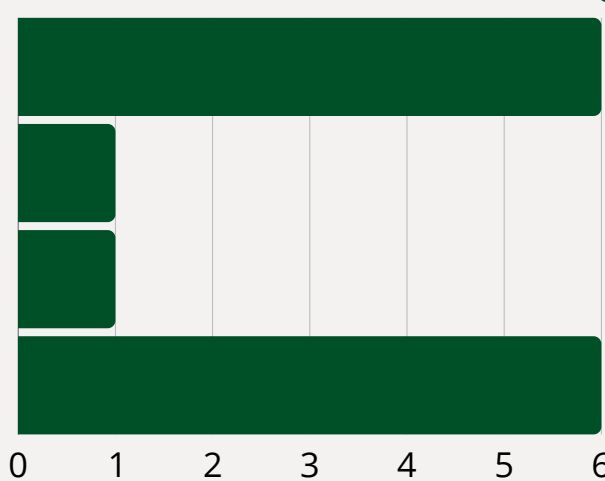
Main gaps were in health protection and health improvement.

Gaps in knowledge/experience not clear in PDP

Expertise only in one field of public health

No clear public health experience

Participating in appropriate CPD scheme



Summary

- 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, with a clear plan to address any gaps.**
- The need for an **honest, realistic discussion between the referee and applicant** continues to be **essential to address any gaps.**
- This is particularly apt given there are limitations for both submission time and number of attempts for the portfolio
- This audit confirms that the pre-application process is identifying those not yet ready or have inappropriate experience