

## Standard 6 Appendix

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# SELECTION REVIEW



## Analysis of 2016 - 2018 in Australia

Is there any evidence of:

- Regional bias across any of the tools
- Gender bias across any of the tools
- Correlations between various tools
- Candidates being placed outside of first preference

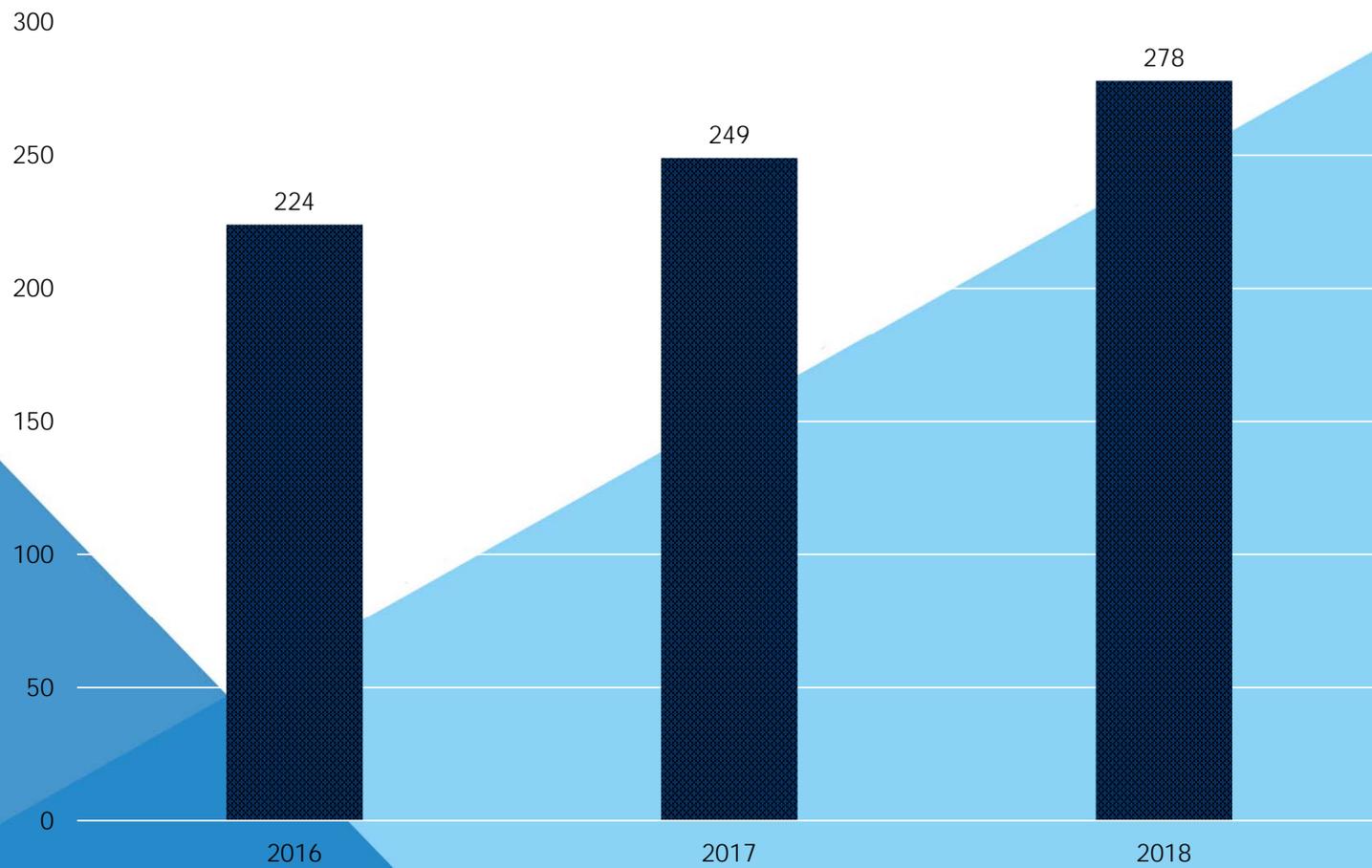
Are we increasing the number of female candidates – applying and offers?

# OVERVIEW

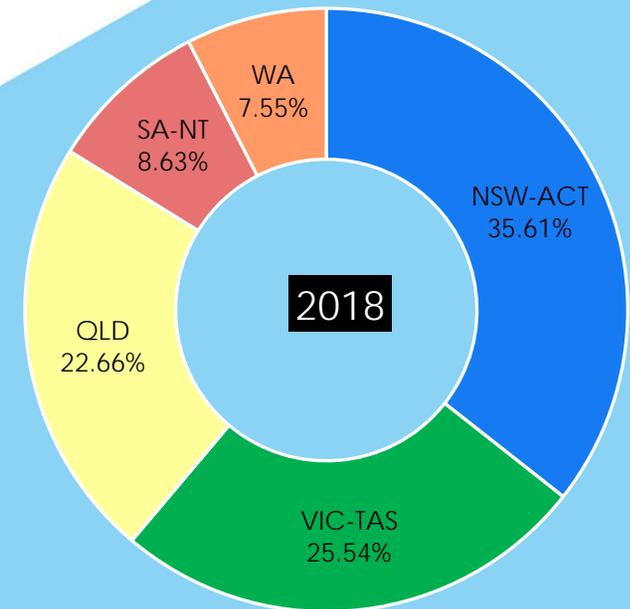
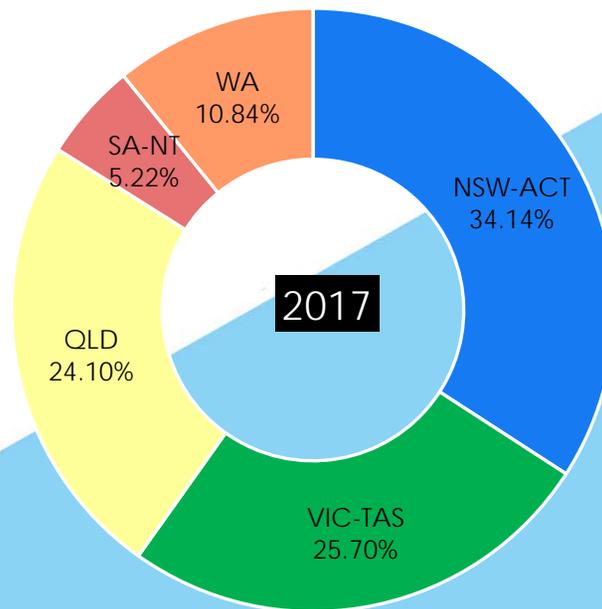
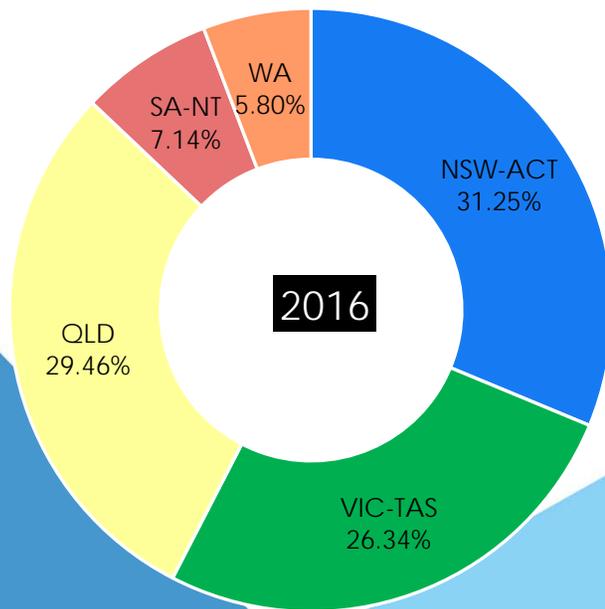


	2016	2017	2018
<b>Minimum Eligibility</b>	SSE Generic introduced	N/A	N/A
<b>CV</b>	15% Raw score out of 24	25% Raw score out of 25	25% Raw score out of 25
<b>Changes</b>	<ul style="list-style-type: none"> <li>Commenced scoring graduate diplomas/diplomas</li> <li>Thoracic added as GS Term</li> </ul>	<ul style="list-style-type: none"> <li>Maximum Qualification score increased to 4</li> <li>2nd or 3rd Prizes and awards were not scored</li> <li>Paediatric General Surgery added as GS Term</li> </ul>	<ul style="list-style-type: none"> <li>Included surgical education as valid presentation/publication topic</li> <li>Change Presentations to either regional or national/international and therefore reduced points</li> <li>Case reports only scored if 1st author</li> <li>Changed scoring for Scholar/teacher (months versus hours)</li> </ul>
<b>Referee</b>	60%	35%	35%
<b>Changes</b>	Introduced four new questions into referee reports		
<b>Interview</b>	25%	40%	40%
<b>Changes</b>	Removed skills station and added 3rd clinical scenario station		
<b>Proceed to Interview</b>	Top 70%	Top 65%	Top 60%

# APPLICATION NUMBERS - TOTAL

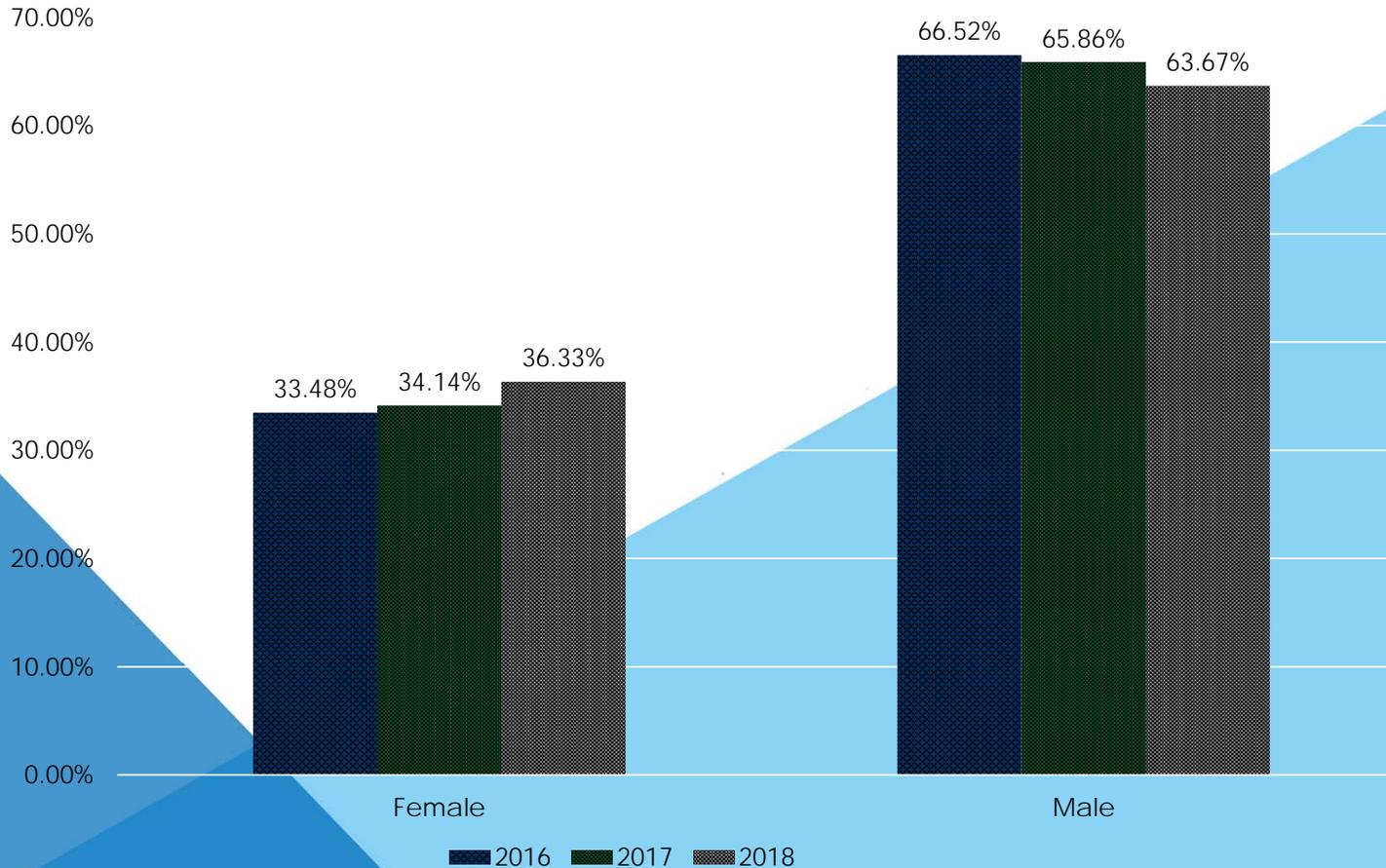


# APPLICATION NUMBERS REGIONAL DISTRIBUTION



The number of applicants is proportional to the size of the training program for that region

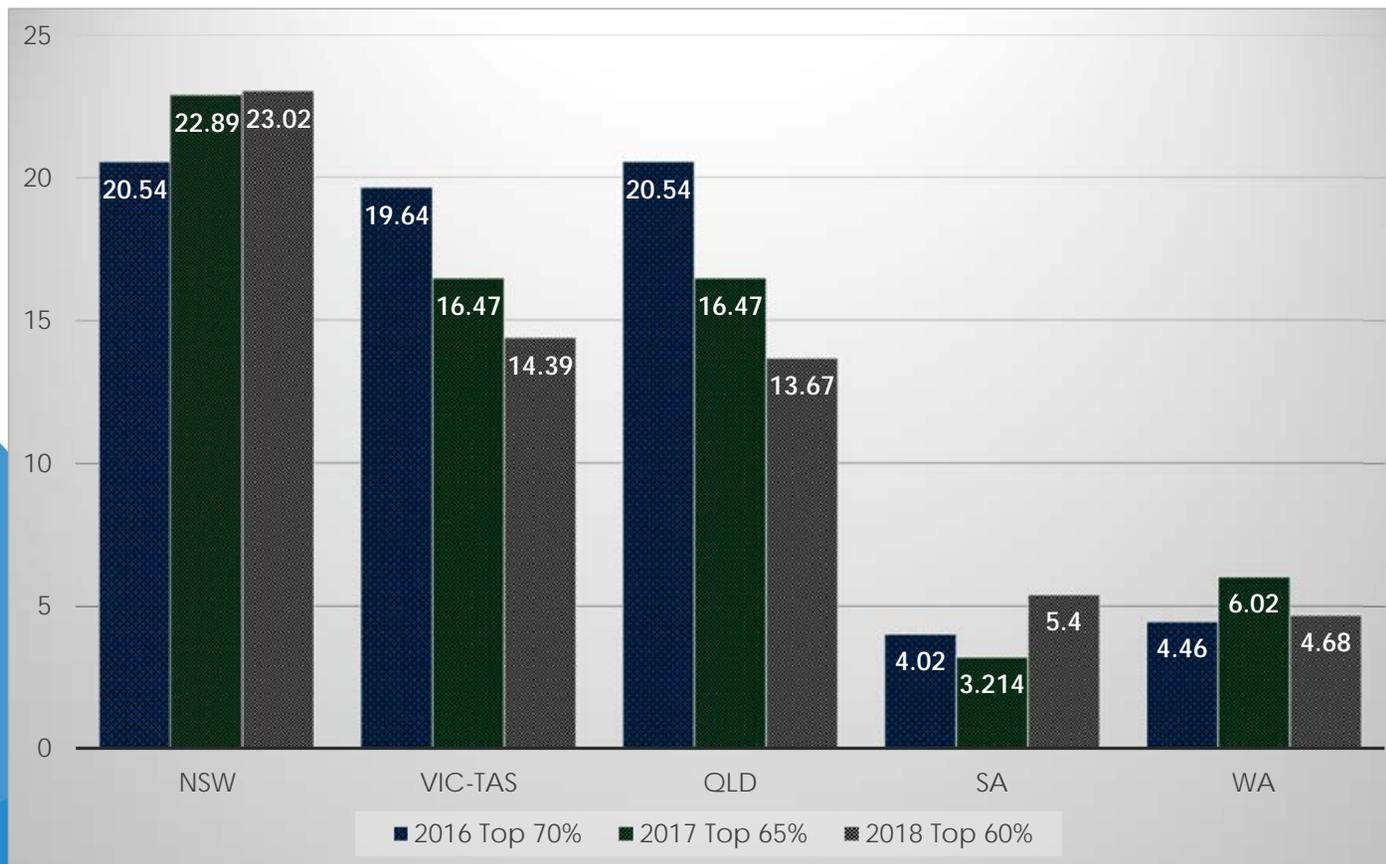
# APPLICATION NUMBERS GENDER DISTRIBUTION



2016 – 224 (75 F – 149 M)
2017 – 249 (85 F – 164 M)
2018 – 278 (101 F – 177 M)

# CV

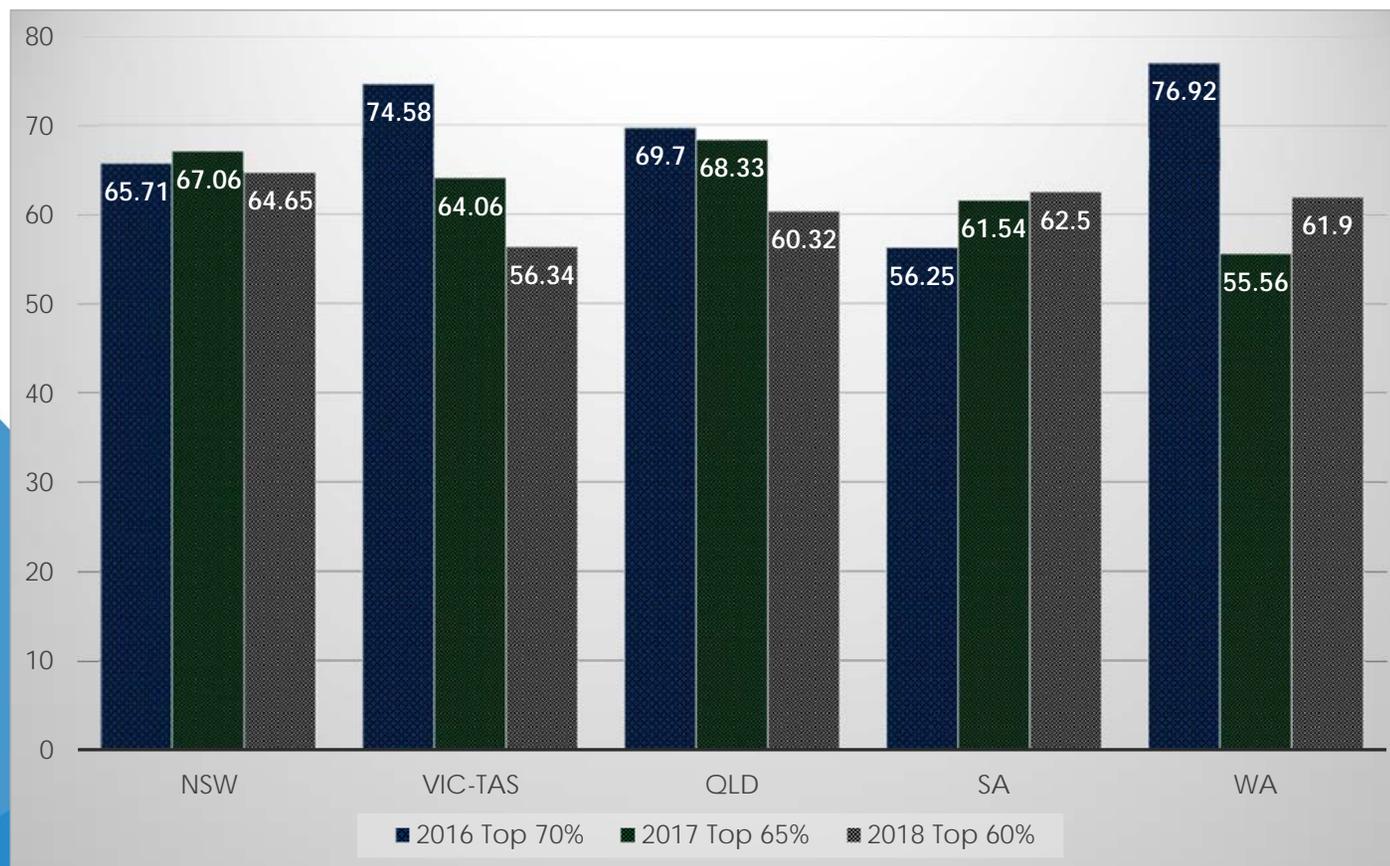
Percentage of candidates who ranked in the top percentile required for interview at the CV stage (percentage of total applicants)



- Proportional to the regional distribution

# CV

Percentage of candidates who ranked in the top percentile required for interview at the CV stage (percentage of total applicants within each region)



- In 2016, WA had the greatest percentage of candidates within their region be ranked in the top percentile at CV stage and SA the lowest
- In 2017, QLD had the greatest percentage and WA the lowest
- In 2018, NSW has the greatest and Vic the lowest
- There is no one region that is consistently performing better in the CV component

# CV

Candidates in the top percentile required for interview at the CV stage by Gender



Year	Gender	Total Applicants	In Top Percentile within gender	In Top Percentile of total applicants
2016	Female	48	64.00%	21.43%
	Male	107	71.81%	47.77%
2017	Female	50	58.82%	20.08%
	Male	112	68.29%	44.98%
2018	Female	64	63.37%	23.02%
	Male	106	59.89%	38.13%

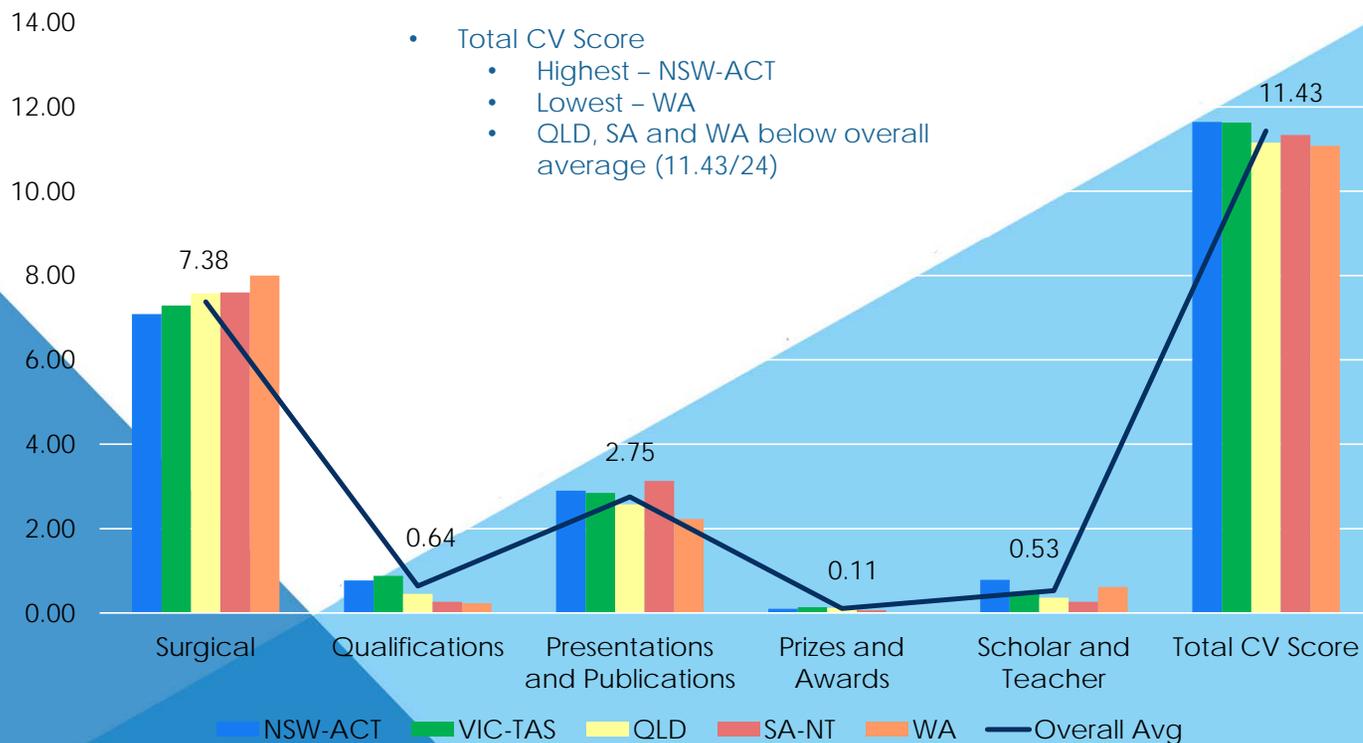
- In 2018 we see a significant rise in the number of females ranked in the top percentile and a decline in males

# CV BREAKDOWN

Is any Region scoring significantly and consistently higher in any one section?



## 2016 Average per Region for each CV Component



- Total CV Score
  - Highest – NSW-ACT
  - Lowest – WA
  - QLD, SA and WA below overall average (11.43/24)

- Surgical
  - Highest – WA
  - Lowest – NSW-ACT
  - VIC-TAS and NSW-ACT below overall average (7.38/8)
- Qualifications
  - Highest – VIC-TAS
  - Lowest – WA
  - QLD, WA and SA below overall average (.64/3)
- Presentations and Publications
  - Highest – SA
  - Lowest – WA
  - QLD and WA below overall average (2.75/8)
- Prizes and Awards
  - Highest – VIC-TAS
  - Lowest – WA
  - NSW-ACT, SA and WA below overall average (.11/2)
- Scholar and Teacher
  - Highest – NSW-ACT
  - Lowest – SA
  - VIC-TAS, QLD and SA below overall average (.53/3)

# CV BREAKDOWN

Is any Region scoring significantly and consistently higher in any one section?



## 2017 Average per Region for each CV Component



- Total CV Score
  - Highest – QLD
  - Lowest – WA
  - NSW-ACT, SA and WA below overall average (11.80/25)

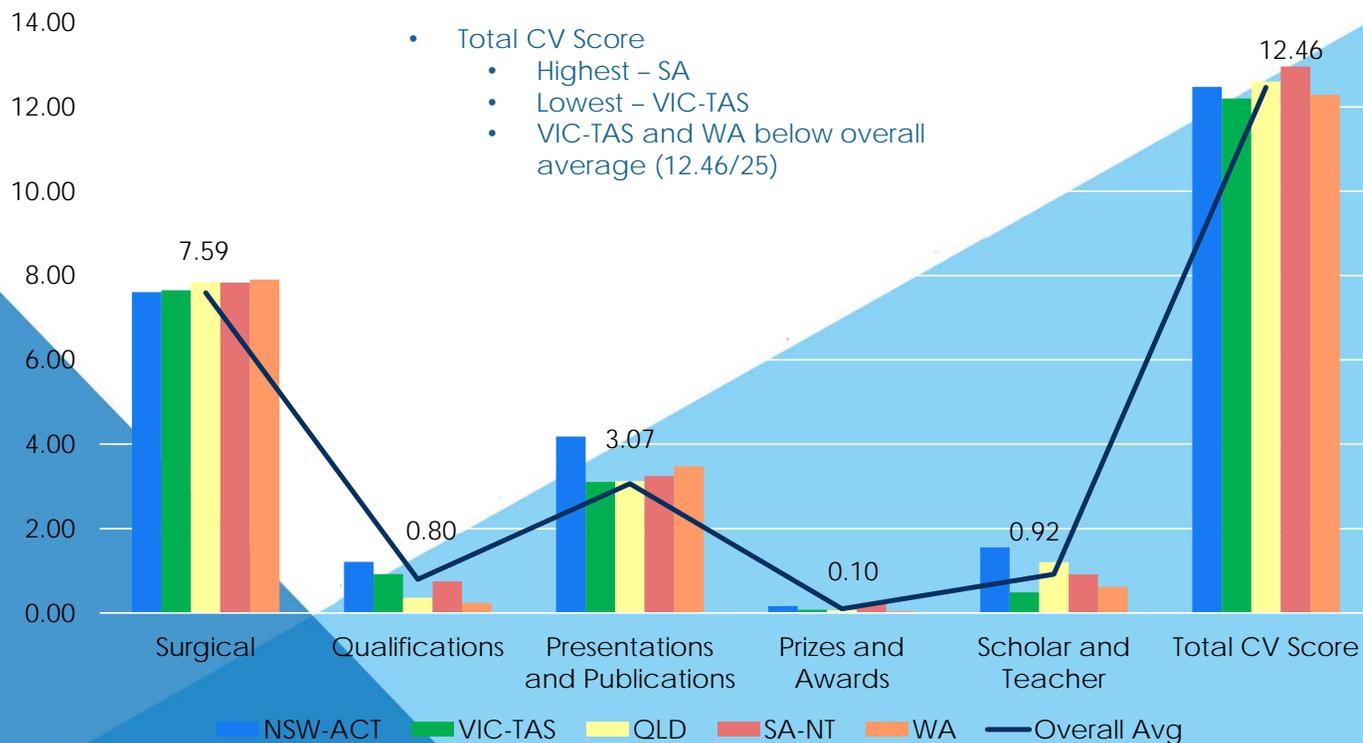
- Surgical
  - Highest – SA
  - Lowest – VIC-TAS
  - NSW-ACT and VIC-TAS below overall average (7.59/8)
- Qualifications
  - Highest – NSW-ACT
  - Lowest – WA
  - QLD, SA and WA below overall average (.67/4)
- Presentations and Publications
  - Highest – QLD
  - Lowest – SA
  - NSW-ACT, SA and WA below overall average (2.91/8)
- Prizes and Awards
  - Highest – VIC-TAS
  - Lowest – QLD
  - NSW-ACT, QLD and SA below overall average (.09/2)
- Scholar and Teacher
  - Highest – QLD
  - Lowest – WA
  - SA and WA below overall average (.54/3)

# CV BREAKDOWN

Is any Region scoring significantly and consistently higher in any one section?



## 2018 Average per Region for each CV Component



- Total CV Score
  - Highest – SA
  - Lowest – VIC-TAS
  - VIC-TAS and WA below overall average (12.46/25)

- Surgical
  - Highest – WA
  - Lowest – VIC-TAS
  - No region was below overall average (7.59/8)
- Qualifications
  - Highest – NSW-ACT
  - Lowest – WA
  - QLD, SA and WA below overall average (.80/4)
- Presentations and Publications
  - Highest – NSW-ACT
  - Lowest – VIC-TAS
  - No region was below overall average (3.07/8)
- Prizes and Awards
  - Highest – SA
  - Lowest – WA
  - VIC-TAS, QLD and WA below overall average (.1/2)
- Scholar and Teacher
  - Highest – NSW-ACT
  - Lowest – VIC-TAS
  - VIC-TAS and WA below overall average (.92/3)

# CV BREAKDOWN

Is any Region scoring significantly and consistently higher in any one section?

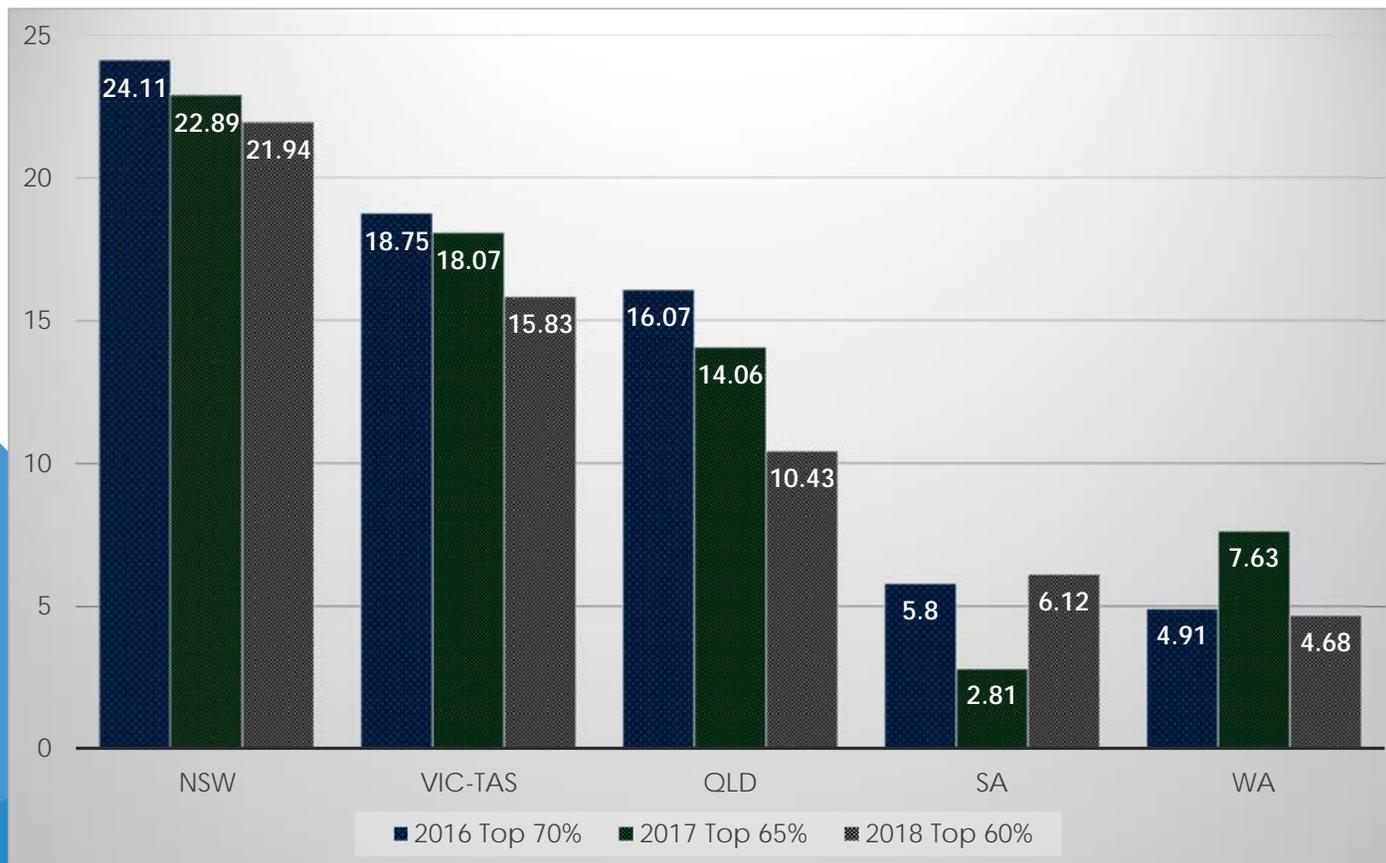


	2016		2017		2018	
	Highest	Lowest	Highest	Lowest	Highest	Lowest
<b>Surgical Experience</b>	WA	NSW-ACT	SA	VIC-TAS	WA	VIC-TAS
<b>Qualifications</b>	VIC-TAS	WA	NSW-ACT	WA	NSW-ACT	WA
<b>Presentations and Publications</b>	SA	WA	QLD	SA	NSW-ACT	VIC-TAS
<b>Prizes and Awards</b>	VIC-TAS	WA	VIC-TAS	QLD	SA	WA
<b>Scholar and Teacher</b>	NSW-ACT	SA	QLD	WA	NSW-ACT	VIC-TAS
<b>Total CV Score</b>	NSW-ACT	WA	QLD	WA	SA	VIC-TAS

- Across the three years there has been no one region dominating the CV scores
- In 2016 and 2017 WA had the lowest score, and in 2018 WA had second lowest
- Candidates in WA appear to consistently score the lowest on average for Qualifications
- There is no region that performs higher or lower on average for Presentations and Publications
- NSW-ACT has performed highest for Qualifications in 2017 and 2018

# REFEREES

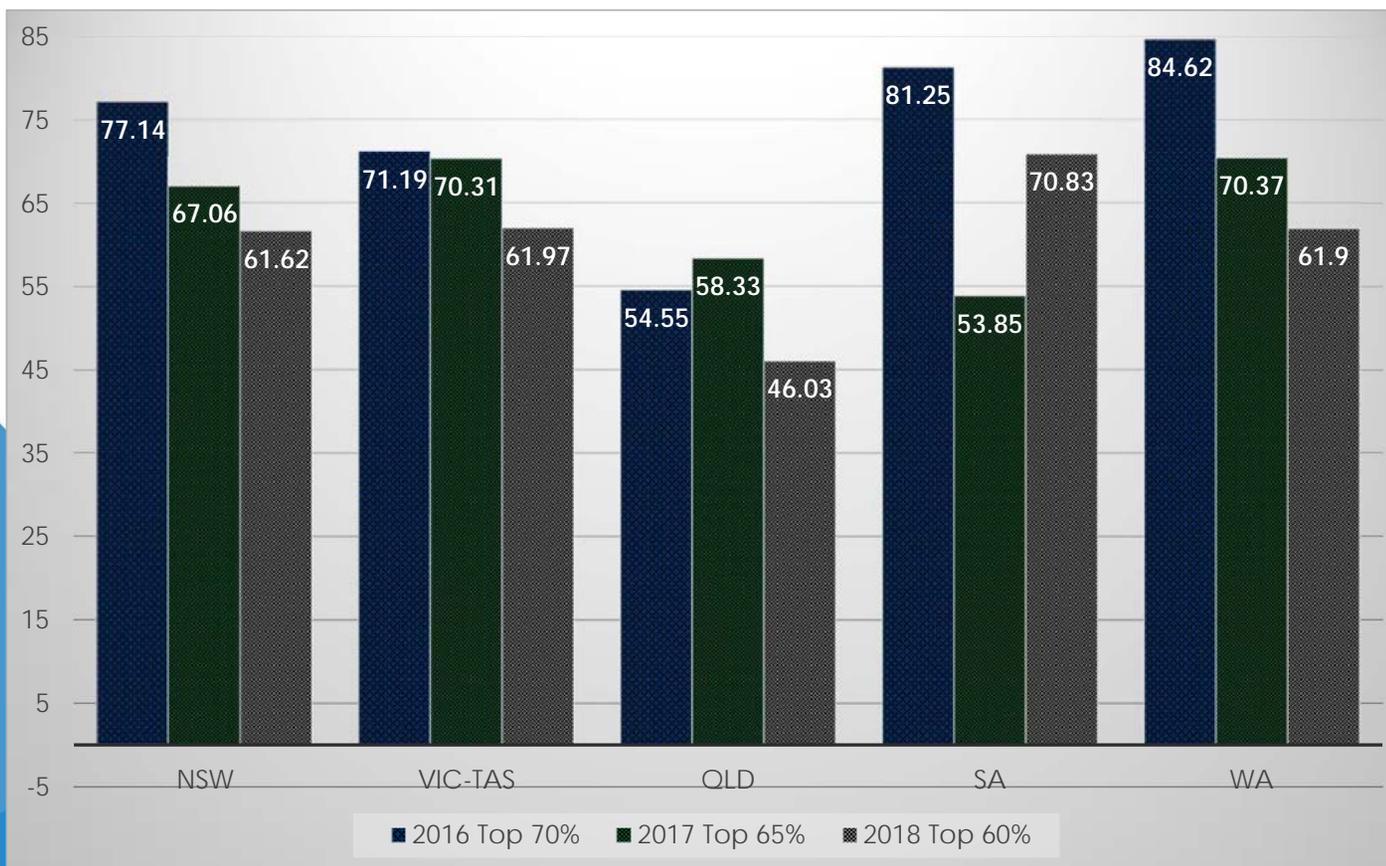
Percentage of candidates who ranked in the top percentile required for interview at the Referee stage (percentage of total applicants)



- Proportional to the regional distribution

# REFEREES

Percentage of candidates who ranked in the top percentile required for interview at the Referee stage (percentage of total applicants within each region)



- In 2016 and 2017, WA had the greatest percentage of candidates within their region be ranked in the top percentile at referee stage and QLD the lowest in 2016 and SA in 2017
- In 2018, SA has the greatest and QLD the lowest
- There is no one region that is consistently performing better in the Referee component.
- It would appear that QLD is performing worse in the Referee stage



# REFEREES

Candidates in the top percentile required for interview at the Referee stage by Gender

Year	Gender	Total Applicants	In Top Percentile within gender	In Top Percentile of total applicants
2016	Female	54	72.00%	24.11%
	Male	102	68.46%	45.54%
2017	Female	53	62.35%	21.29%
	Male	110	67.07%	44.18%
2018	Female	63	62.38%	22.66%
	Male	101	57.06%	36.33%

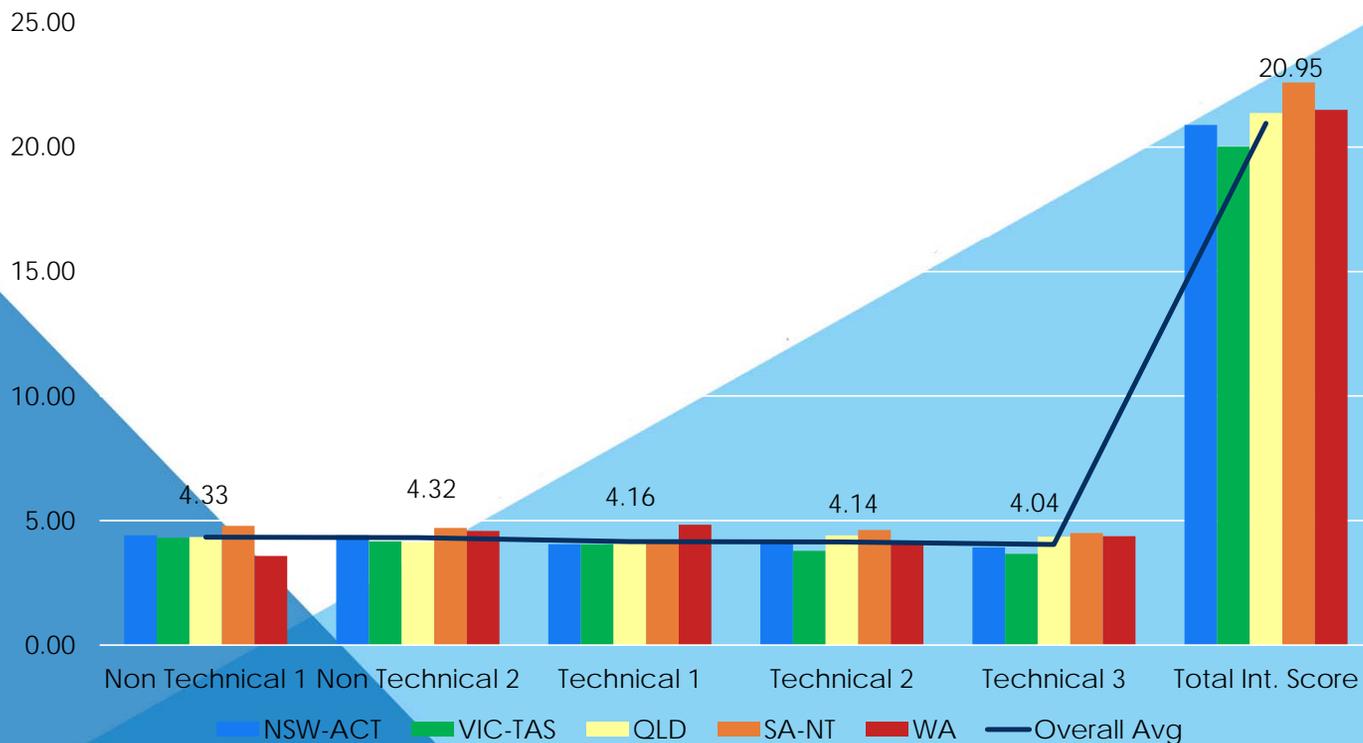
- In 2016 and 2018, females as a cohort rated higher in referees than their male counterparts
- Overall the percentage for males ranking in the top percentile is decreasing

# INTERVIEW BREAKDOWN

Is any Region scoring significantly and consistently higher in interviews?



### 2016 Average per Region across each Interview Station



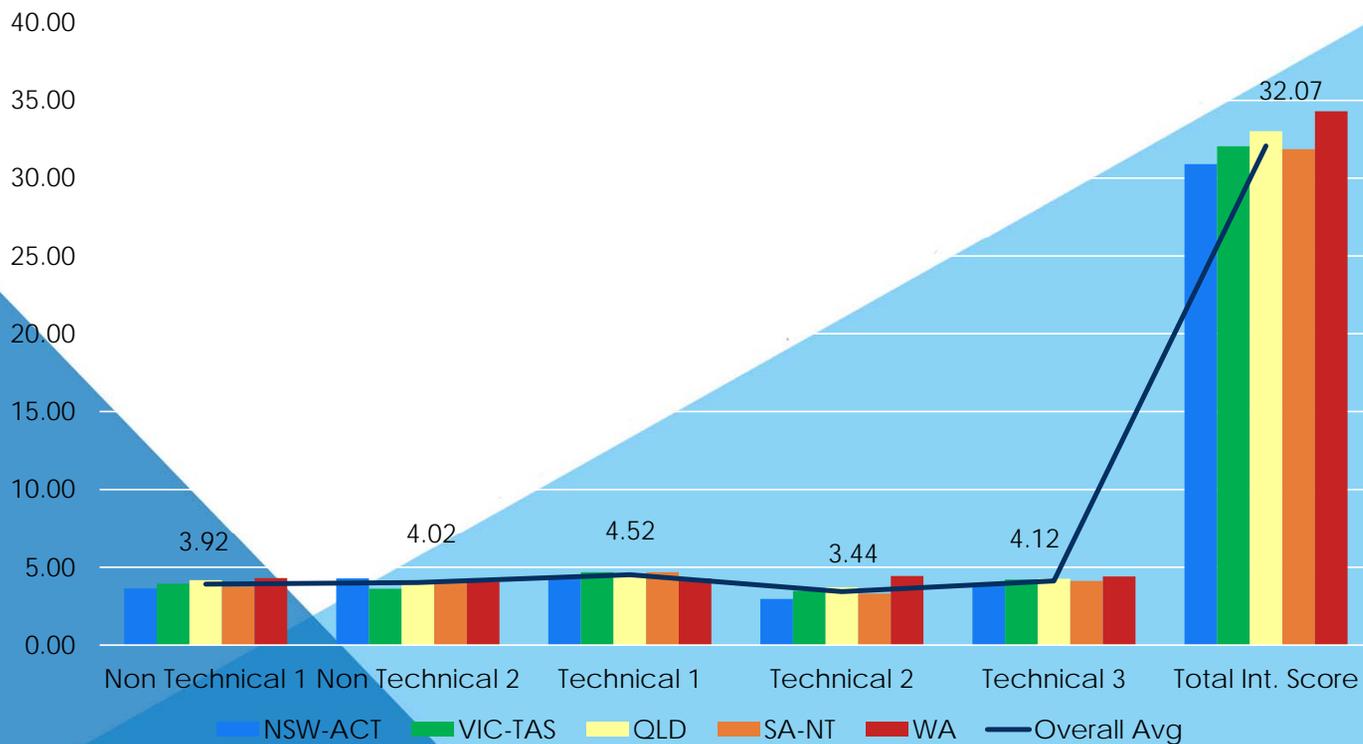
- Total Interview Score
  - Highest – SA
  - Lowest – VIC-TAS
  - NSW-ACT and VIC-TAS below average
- Vic-Tas performed consistently lower in the technical stations
- SA performed consistently higher in all stations except one

# INTERVIEW BREAKDOWN

Is any Region scoring significantly and consistently higher in interviews?



### 2017 Average per Region across each Interview Station



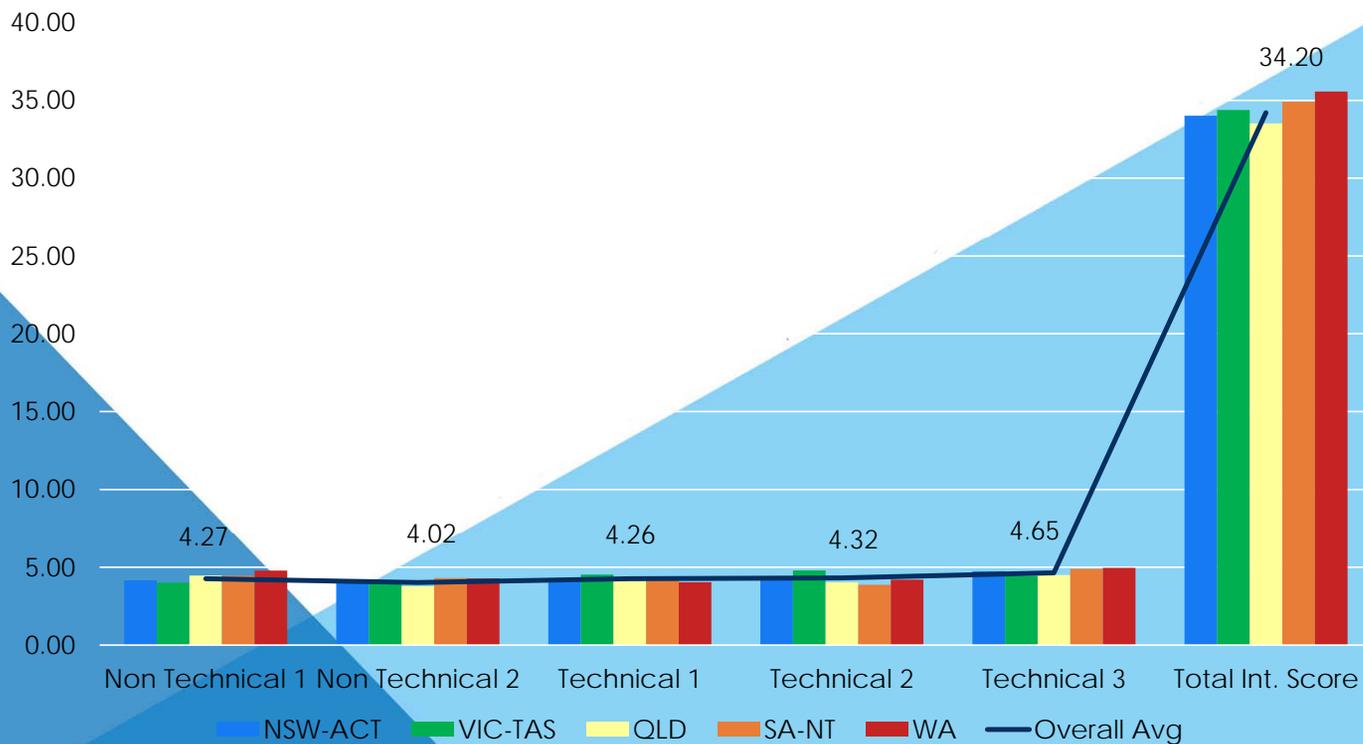
- Total Interview Score
  - Highest – WA
  - Lowest – NSW-ACT
  - NSW-ACT, VIC-TAS and SA below average
- NSW-ACT performed consistently lower in 3 of the panels (Non-technical and technical x 2) which were same panels WA performed higher in

# INTERVIEW BREAKDOWN

Is any Region scoring significantly and consistently higher in interviews?



### 2018 Average per Region across each Interview Station



- Total Interview Score
  - Highest – WA
  - Lowest – QLD
  - NSW-ACT and QLD below average
- This year there is no one region that is consistently performing better or worse in any panel



# INTERVIEW BREAKDOWN

Is any Region scoring significantly and consistently higher in interviews?

*Red indicates below overall average*

	2016	2017	2018
Highest	SA	WA	WA
↓	WA	SA-NT	QLD
	QLD	VIC-TAS	VIC-TAS
	NSW-ACT	NSW-ACT	SA
	Lowest	VIC-TAS	QLD

- Across the three years WA is consistently performing better in the interviews
- NSW-ACT is consistently performing the worst and has consistently been below the average
- Could the larger regions be performing worse due to interviewer fatigue?
- WA and SA have consistently been the first states to be interviewed and generally NSW-ACT and VIC-TAS are the last.
- If there is a theory that candidates who are interviewed earlier inform candidates in other regions of the questions, or that the interviewers are undertaking this, the evidence suggests that this is actually disadvantaging those being interviewed later and supposedly knowing the questions

# 2016 – ELIGIBLE FOR INTERVIEWS



Region	Applications	Interview			
	Gender	Total Interviewed	Percentage Interviewed within Gender	Percentage of Total Candidates in Region	Percentage of Total Candidates Interviewed
NSW	Female	20	80.00%	28.57%	12.74%
	Male	33	73.33%	47.14%	21.02%
<b>Total NSW</b>		<b>53</b>	<b>N/A</b>	<b>75.71%</b>	<b>33.76%</b>
VIC-TAS	Female	15	68.18%	25.42%	9.55%
	Male	27	72.97%	45.76%	17.20%
<b>Total VIC-TAS</b>		<b>42</b>	<b>N/A</b>	<b>71.19%</b>	<b>26.75%</b>
QLD	Female	13	68.42%	19.70%	8.28%
	Male	25	53.19%	37.88%	15.92%
<b>Total QLD</b>		<b>38</b>	<b>N/A</b>	<b>57.58%</b>	<b>24.20%</b>
SA-NT	Female	3	60.00%	18.75%	1.91%
	Male	9	81.82%	56.25%	5.73%
<b>Total SA-NT</b>		<b>12</b>	<b>N/A</b>	<b>75.00%</b>	<b>7.64%</b>
WA	Female	4	100.00%	30.77%	2.55%
	Male	8	88.89%	61.54%	5.10%
<b>Total WA</b>		<b>12</b>	<b>N/A</b>	<b>92.31%</b>	<b>7.64%</b>
<b>Total</b>	Female	<b>55</b>	<b>73.33%</b>	<b>24.55%</b>	<b>35.03%</b>
	Male	<b>102</b>	<b>68.46%</b>	<b>45.54%</b>	<b>64.97%</b>

- Within gender, more females moved to interview (73.33%) than males (68.46%). We see this trend in NSW, QLD and WA
- Of all candidates who applied, those who moved to interview were 24.55% female (33.48% applied) and 45.54% (66.52% applied) male
- Of all candidates interviewed, 35.03% were female and 64.97% were male
- Within each region, QLD had the lowest number of candidates moving to interview (QLD had 2nd lowest average referee score) and WA had the highest (WA had the lowest average CV score but highest average referee score)

# 2016 - CV AND REFEREE QUARTILE RANKING FOR THOSE WHO MOVED TO INTERVIEW



Region	Applications Gender	Combined CV and Referee Score (those that were interviewed)											
		First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
		Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed
NSW	Female	4	20.00%	7.55%	2	10.00%	3.77%	6	30.00%	11.32%	8	40.00%	15.09%
	Male	10	30.30%	18.87%	10	30.30%	18.87%	5	15.15%	9.43%	8	24.24%	15.09%
<b>Total NSW</b>		<b>14</b>	<b>N/A</b>	<b>26.42%</b>	<b>12</b>	<b>N/A</b>	<b>22.64%</b>	<b>11</b>	<b>N/A</b>	<b>20.75%</b>	<b>16</b>	<b>N/A</b>	<b>30.19%</b>
VIC-TAS	Female	4	26.67%	9.52%	5	33.33%	11.90%	2	13.33%	4.76%	4	26.67%	9.52%
	Male	10	37.04%	23.81%	8	29.63%	19.05%	5	18.52%	11.90%	4	14.81%	9.52%
<b>Total VIC-TAS</b>		<b>14</b>	<b>N/A</b>	<b>33.33%</b>	<b>13</b>	<b>N/A</b>	<b>30.95%</b>	<b>7</b>	<b>N/A</b>	<b>16.67%</b>	<b>8</b>	<b>N/A</b>	<b>19.05%</b>
QLD	Female	1	7.69%	2.63%	4	30.77%	10.53%	3	23.08%	7.89%	5	38.46%	13.16%
	Male	5	20.00%	13.16%	8	32.00%	21.05%	8	32.00%	21.05%	4	16.00%	10.53%
<b>Total QLD</b>		<b>6</b>	<b>N/A</b>	<b>15.79%</b>	<b>12</b>	<b>N/A</b>	<b>31.58%</b>	<b>11</b>	<b>N/A</b>	<b>28.95%</b>	<b>9</b>	<b>N/A</b>	<b>23.68%</b>
SA-NT	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	3	100.00%	25.00%
	Male	2	22.22%	16.67%	1	11.11%	8.33%	5	55.56%	41.67%	1	11.11%	8.33%
<b>Total SA-NT</b>		<b>2</b>	<b>N/A</b>	<b>16.67%</b>	<b>1</b>	<b>N/A</b>	<b>8.33%</b>	<b>5</b>	<b>N/A</b>	<b>41.67%</b>	<b>4</b>	<b>N/A</b>	<b>33.33%</b>
WA	Female	1	25.00%	8.33%	1	25.00%	8.33%	2	50.00%	16.67%	0	0.00%	0.00%
	Male	1	12.50%	8.33%	1	12.50%	8.33%	4	50.00%	33.33%	2	25.00%	16.67%
<b>Total WA</b>		<b>2</b>	<b>N/A</b>	<b>16.67%</b>	<b>2</b>	<b>N/A</b>	<b>16.67%</b>	<b>6</b>	<b>N/A</b>	<b>50.00%</b>	<b>2</b>	<b>N/A</b>	<b>16.67%</b>
<b>Total</b>	Female	<b>10</b>	<b>N/A</b>	<b>18.18%</b>	<b>12</b>	<b>N/A</b>	<b>21.82%</b>	<b>13</b>	<b>N/A</b>	<b>23.64%</b>	<b>20</b>	<b>N/A</b>	<b>36.36%</b>
	Male	<b>28</b>	<b>N/A</b>	<b>27.45%</b>	<b>28</b>	<b>N/A</b>	<b>27.45%</b>	<b>27</b>	<b>N/A</b>	<b>26.47%</b>	<b>19</b>	<b>N/A</b>	<b>18.63%</b>

- Within region:
  - NSW most candidates ranked in 4<sup>th</sup>
  - VIC most candidates ranked in 1<sup>st</sup>
  - QLD most candidates ranked in 2<sup>nd</sup>
  - SA most candidates ranked in 3<sup>rd</sup>
  - WA most candidates ranked in 3<sup>rd</sup>
- Most females were ranked in 4<sup>th</sup> quartile overall (Males 1<sup>st</sup> and 2<sup>nd</sup>)
  - = NSW – 4<sup>th</sup> (↑ Male 1<sup>st</sup> and 2<sup>nd</sup>)
  - ↓VIC – 2<sup>nd</sup> (= Male 1<sup>st</sup>)
  - ↓QLD – 4<sup>th</sup> (= Male 2<sup>nd</sup> and 3<sup>rd</sup>)
  - ↓SA – 4<sup>th</sup> (= Male 3<sup>rd</sup>)
  - = WA – 3<sup>rd</sup> (= Male 3<sup>rd</sup>)
- In NSW and WA females performed consistently with the overall region. In VIC, QLD And SA females ranked lower
- Males were generally on par with regional performance

Symbol indicates if on par with overall regional performance, below or above

# 2016 - INTERVIEW QUARTILE RANKING



Region	Applications Gender	How Candidates Ranked in Quartiles based Solely on Interviews											
		First Quartile			Second Quartile			Third Quartile			Fouth Quartile		
		Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed
NSW	Female	6	30%	11.32%	3	15.00%	5.66%	5	25.00%	9.43%	6	30.00%	11.32%
	Male	12	36%	22.64%	6	18.18%	11.32%	6	18.18%	11.32%	9	27.27%	16.98%
<b>Total NSW</b>		<b>18</b>	<b>N/A</b>	<b>33.96%</b>	<b>9</b>	<b>N/A</b>	<b>16.98%</b>	<b>11</b>	<b>N/A</b>	<b>20.75%</b>	<b>15</b>	<b>N/A</b>	<b>28.30%</b>
VIC-TAS	Female	2	13%	4.76%	2	13.33%	4.76%	7	46.67%	16.67%	4	26.67%	9.52%
	Male	2	7%	4.76%	5	18.52%	11.90%	6	22.22%	14.29%	14	51.85%	33.33%
<b>Total VIC-TAS</b>		<b>4</b>	<b>N/A</b>	<b>9.52%</b>	<b>7</b>	<b>N/A</b>	<b>16.67%</b>	<b>13</b>	<b>N/A</b>	<b>30.95%</b>	<b>18</b>	<b>N/A</b>	<b>42.86%</b>
QLD	Female	2	15%	5.26%	7	53.85%	18.42%	4	30.77%	10.53%	0	0.00%	0.00%
	Male	7	28%	18.42%	7	28.00%	18.42%	7	28.00%	18.42%	4	16.00%	10.53%
<b>Total QLD</b>		<b>9</b>	<b>N/A</b>	<b>23.68%</b>	<b>14</b>	<b>N/A</b>	<b>36.84%</b>	<b>11</b>	<b>N/A</b>	<b>28.95%</b>	<b>4</b>	<b>N/A</b>	<b>10.53%</b>
SA-NT	Female	2	67%	16.67%	1	33.33%	8.33%	0	0.00%	0.00%	0	0.00%	0.00%
	Male	4	44%	33.33%	4	44.44%	33.33%	1	11.11%	8.33%	0	0.00%	0.00%
<b>Total SA-NT</b>		<b>6</b>	<b>N/A</b>	<b>50.00%</b>	<b>5</b>	<b>N/A</b>	<b>41.67%</b>	<b>1</b>	<b>N/A</b>	<b>8.33%</b>	<b>0</b>	<b>N/A</b>	<b>0.00%</b>
WA	Female	0	0%	0.00%	2	50.00%	16.67%	1	25.00%	8.33%	1	25.00%	8.33%
	Male	4	50%	33.33%	3	37.50%	25.00%	1	12.50%	8.33%	0	0.00%	0.00%
<b>Total WA</b>		<b>4</b>	<b>N/A</b>	<b>33.33%</b>	<b>5</b>	<b>N/A</b>	<b>41.67%</b>	<b>2</b>	<b>N/A</b>	<b>16.67%</b>	<b>1</b>	<b>N/A</b>	<b>8.33%</b>
<b>Total</b>	Female	12	N/A	21.82%	15	N/A	27.27%	17	N/A	30.91%	11	N/A	20.00%
	Male	29	N/A	28.43%	25	N/A	24.51%	21	N/A	20.59%	27	N/A	26.47%

- Within region:
  - NSW most candidates ranked in 1<sup>st</sup>
  - VIC most candidates ranked in 4<sup>th</sup>
  - QLD most candidates ranked in 2<sup>nd</sup>
  - SA most candidates ranked in 1<sup>st</sup>
  - WA most candidates ranked in 2<sup>nd</sup>
- Most females were ranked in 3<sup>rd</sup> quartile followed closely by 2<sup>nd</sup> (Males 1<sup>st</sup> followed closely by 4<sup>th</sup>)
  - = ↓ NSW - 1<sup>st</sup> and 4<sup>th</sup> (= Male 1<sup>st</sup>)
  - ↑ VIC - 3<sup>rd</sup> (= Male 4<sup>th</sup>)
  - = QLD - 2<sup>nd</sup> (= Male 2<sup>nd</sup> and 3<sup>rd</sup>)
  - = SA - 1<sup>st</sup> (↓ = Male 1<sup>st</sup> and 2<sup>nd</sup>)
  - = WA - 2<sup>nd</sup> (↑ Male 1<sup>st</sup>)
- In QLD, SA and WA females performed consistently with the overall region. In VIC they performed better and in NSW the performance is both on par and lower.
- Males were on par in NSW, VIC and QLD.

# 2016 - TOTAL SCORE QUARTILE RANKING



Region	Applications Gender	Total Score Breakdown into Quartiles (Cv, Referee and Interview)											
		First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
		Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed
NSW	Female	4	20.00%	7.55%	4	20.00%	7.55%	5	25.00%	9.43%	7	35.00%	13.21%
	Male	12	36.36%	22.64%	8	24.24%	15.09%	5	15.15%	9.43%	6	18.18%	11.32%
<b>Total NSW</b>		<b>16</b>	<b>N/A</b>	<b>30.19%</b>	<b>12</b>	<b>N/A</b>	<b>22.64%</b>	<b>10</b>	<b>N/A</b>	<b>18.87%</b>	<b>13</b>	<b>N/A</b>	<b>24.53%</b>
VIC-TAS	Female	2	13.33%	4.76%	6	40.00%	14.29%	3	20.00%	7.14%	4	26.67%	9.52%
	Male	5	18.52%	11.90%	7	25.93%	16.67%	6	22.22%	14.29%	9	33.33%	21.43%
<b>Total VIC-TAS</b>		<b>7</b>	<b>N/A</b>	<b>16.67%</b>	<b>13</b>	<b>N/A</b>	<b>30.95%</b>	<b>9</b>	<b>N/A</b>	<b>21.43%</b>	<b>13</b>	<b>N/A</b>	<b>30.95%</b>
QLD	Female	4	30.77%	10.53%	3	23.08%	7.89%	1	7.69%	2.63%	5	38.46%	13.16%
	Male	7	28.00%	18.42%	6	24.00%	15.79%	7	28.00%	18.42%	5	20.00%	13.16%
<b>Total QLD</b>		<b>11</b>	<b>N/A</b>	<b>28.95%</b>	<b>9</b>	<b>N/A</b>	<b>23.68%</b>	<b>8</b>	<b>N/A</b>	<b>21.05%</b>	<b>10</b>	<b>N/A</b>	<b>26.32%</b>
SA-NT	Female	0	0.00%	0.00%	1	33.33%	8.33%	2	66.67%	16.67%	0	0.00%	0.00%
	Male	3	33.33%	25.00%	3	33.33%	25.00%	3	33.33%	25.00%	0	0.00%	0.00%
<b>Total SA-NT</b>		<b>3</b>	<b>N/A</b>	<b>25.00%</b>	<b>4</b>	<b>N/A</b>	<b>33.33%</b>	<b>5</b>	<b>N/A</b>	<b>41.67%</b>	<b>0</b>	<b>N/A</b>	<b>0.00%</b>
WA	Female	0	0.00%	0.00%	0	0.00%	0.00%	4	100.00%	33.33%	0	0.00%	0.00%
	Male	2	25.00%	16.67%	2	25.00%	16.67%	3	37.50%	25.00%	1	12.50%	8.33%
<b>Total WA</b>		<b>2</b>	<b>N/A</b>	<b>16.67%</b>	<b>2</b>	<b>N/A</b>	<b>16.67%</b>	<b>7</b>	<b>N/A</b>	<b>58.33%</b>	<b>1</b>	<b>N/A</b>	<b>8.33%</b>
<b>Total</b>	Female	<b>10</b>	<b>18.18%</b>	<b>6.37%</b>	<b>14</b>	<b>25.45%</b>	<b>8.92%</b>	<b>15</b>	<b>27.27%</b>	<b>9.55%</b>	<b>16</b>	<b>29.09%</b>	<b>10.19%</b>
	Male	<b>29</b>	<b>28.43%</b>	<b>18.47%</b>	<b>26</b>	<b>25.49%</b>	<b>16.56%</b>	<b>24</b>	<b>23.53%</b>	<b>15.29%</b>	<b>21</b>	<b>20.59%</b>	<b>13.38%</b>

- Within region:
  - NSW most candidates ranked in 1<sup>st</sup> (consistent with interview score – CV/Ref ranked 4<sup>th</sup>)
  - VIC most candidates ranked in 2<sup>nd</sup> and 4<sup>th</sup> (consistent with interview however CV/Ref score may be reason equal number in 2<sup>nd</sup> quartile)
  - QLD most candidates ranked in 1<sup>st</sup> (followed very closely by 4<sup>th</sup>. CV/Ref and interview ranked 2<sup>nd</sup>)
  - SA most candidates ranked in 2<sup>nd</sup> and 3<sup>rd</sup> (CV/Ref – 3<sup>rd</sup> and interview 1<sup>st</sup>)
  - WA most candidates ranked in 3<sup>rd</sup> (consistent with CV/Ref. 3<sup>rd</sup>)
- Most females were ranked in 3<sup>rd</sup> or 4<sup>th</sup> quartile (consistent with CV/Ref and interview) (Males – 1<sup>st</sup>)
  - ↓ NSW 4<sup>th</sup> - (= Male 1<sup>st</sup>)
  - = VIC 2<sup>nd</sup> - (= Male 4<sup>th</sup>)
  - ↓ QLD 4<sup>th</sup> (5 with 4 ranked in 1<sup>st</sup>)- (= Male 1<sup>st</sup> and 3<sup>rd</sup>)
  - = SA – 3<sup>rd</sup> (= Male equal across 1<sup>st</sup> – 3<sup>rd</sup>)
  - = WA 3<sup>rd</sup> - (= Male 3<sup>rd</sup>)
- In VIC, SA, WA and QLD females performed consistently with the overall region. In NSW females were ranked lower.
- Males are performing on par with overall regional performance

# 2016 - CV, REFEREE AND INTERVIEW SCORES ACROSS TOTAL SCORES



- As CV score increases so does total score and hence correlated well with the total scores ( $r = 0.55$ )
- Correlation between referee and total score is minor. The Referee score does not provide much competition or discrimination ( $r = 0.36$ )
- The Interview Score shows a strong relationship, compared to CV and Referee, with the total scores. The interview score is strongly correlated to the total score. ( $r = 0.58$ )
- The distribution of the interview demonstrates that there are candidates who perform well and those who perform poorly and hence discriminates between candidates

# 2017 - ELIGIBLE FOR INTERVIEWS



Region	Applications	Interview			
	Gender	Total Interviewed	Percentage Interviewed within Gender	Percentage of Total Candidates in Region	Percentage of Total Candidates Interviewed
NSW	Female	19	63.33%	22.35%	11.73%
	Male	40	72.73%	47.06%	24.69%
<b>Total NSW</b>		<b>59</b>	<b>N/A</b>	<b>69.41%</b>	<b>36.42%</b>
VIC-TAS	Female	13	50.00%	20.31%	8.02%
	Male	28	73.68%	43.75%	17.28%
<b>Total VIC-TAS</b>		<b>41</b>	<b>N/A</b>	<b>64.06%</b>	<b>25.31%</b>
QLD	Female	10	71.43%	16.67%	6.17%
	Male	28	60.87%	46.67%	17.28%
<b>Total QLD</b>		<b>38</b>	<b>N/A</b>	<b>63.33%</b>	<b>23.46%</b>
SA-NT	Female	1	50.00%	7.69%	0.62%
	Male	7	63.64%	53.85%	4.32%
<b>Total SA-NT</b>		<b>8</b>	<b>N/A</b>	<b>61.54%</b>	<b>4.94%</b>
WA	Female	7	53.85%	25.93%	4.32%
	Male	9	64.29%	33.33%	5.56%
<b>Total WA</b>		<b>16</b>	<b>N/A</b>	<b>59.26%</b>	<b>9.88%</b>
<b>Total</b>	Female	<b>50</b>	<b>58.82%</b>	<b>20.08%</b>	<b>30.86%</b>
	Male	<b>112</b>	<b>68.29%</b>	<b>44.98%</b>	<b>69.14%</b>

- Within gender, less females moved to interview (58.82%) than males (68.29%). We see this trend in all regions expect for QLD
- Of all candidates who applied, those who moved to interview were 20.08% female(decrease from 2016) and 44.98% male
- Of all candidates interviewed, 30.86% were female (decrease from 2016) and 69.14% were male
- Within each region, WA had the lowest number of candidates moving to interview (had lowest CV average but highest in ref) and NSW had the highest

# 2017 - CV AND REFEREE QUARTILE RANKING FOR THOSE WHO MOVED TO INTERVIEW



Region	Applications Gender	Combined CV and Referee Score (those that were interviewed)											
		First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
		Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed
NSW	Female	3	15.79%	5.08%	3	15.79%	5.08%	6	31.58%	10.17%	7	36.84%	11.86%
	Male	13	32.50%	22.03%	11	27.50%	18.64%	6	15.00%	10.17%	10	25.00%	16.95%
<b>Total NSW</b>		<b>16</b>	<b>N/A</b>	<b>27.12%</b>	<b>14</b>	<b>N/A</b>	<b>23.73%</b>	<b>12</b>	<b>N/A</b>	<b>20.34%</b>	<b>17</b>	<b>N/A</b>	<b>28.81%</b>
VIC-TAS	Female	5	38.46%	12.20%	3	23.08%	7.32%	3	23.08%	7.32%	2	15.38%	4.88%
	Male	7	25.00%	17.07%	7	25.00%	17.07%	9	32.14%	21.95%	5	17.86%	12.20%
<b>Total VIC-TAS</b>		<b>12</b>	<b>N/A</b>	<b>29.27%</b>	<b>10</b>	<b>N/A</b>	<b>24.39%</b>	<b>12</b>	<b>N/A</b>	<b>29.27%</b>	<b>7</b>	<b>N/A</b>	<b>17.07%</b>
QLD	Female	3	30.00%	7.89%	3	30.00%	7.89%	2	20.00%	5.26%	2	20.00%	5.26%
	Male	7	25.00%	18.42%	8	28.57%	21.05%	7	25.00%	18.42%	6	21.43%	15.79%
<b>Total QLD</b>		<b>10</b>	<b>N/A</b>	<b>26.32%</b>	<b>11</b>	<b>N/A</b>	<b>28.95%</b>	<b>9</b>	<b>N/A</b>	<b>23.68%</b>	<b>8</b>	<b>N/A</b>	<b>21.05%</b>
SA-NT	Female	0	0.00%	0.00%	0	0.00%	0.00%	1	100.00%	12.50%	0	0.00%	0.00%
	Male	0	0.00%	0.00%	4	57.14%	50.00%	1	14.29%	12.50%	2	28.57%	25.00%
<b>Total SA-NT</b>		<b>0</b>	<b>N/A</b>	<b>0.00%</b>	<b>4</b>	<b>N/A</b>	<b>50.00%</b>	<b>2</b>	<b>N/A</b>	<b>25.00%</b>	<b>2</b>	<b>N/A</b>	<b>25.00%</b>
WA	Female	0	0.00%	0.00%	0	0.00%	0.00%	3	42.86%	18.75%	4	57.14%	25.00%
	Male	3	33.33%	18.75%	2	22.22%	12.50%	2	22.22%	12.50%	2	22.22%	12.50%
<b>Total WA</b>		<b>3</b>	<b>N/A</b>	<b>18.75%</b>	<b>2</b>	<b>N/A</b>	<b>12.50%</b>	<b>5</b>	<b>N/A</b>	<b>31.25%</b>	<b>6</b>	<b>N/A</b>	<b>37.50%</b>
<b>Total</b>	Female	<b>11</b>	<b>22.00%</b>	<b>22.00%</b>	<b>9</b>	<b>0.00%</b>	<b>18.00%</b>	<b>15</b>	<b>0.00%</b>	<b>30.00%</b>	<b>15</b>	<b>N/A</b>	<b>30.00%</b>
	Male	<b>30</b>	<b>26.79%</b>	<b>26.79%</b>	<b>32</b>	<b>0.00%</b>	<b>28.57%</b>	<b>25</b>	<b>0.00%</b>	<b>22.32%</b>	<b>25</b>	<b>N/A</b>	<b>22.32%</b>

- Within region:
  - NSW most candidates ranked in 4<sup>th</sup> -17 candidates compared to 16 in 1<sup>st</sup> (same 2016)
  - VIC most candidates ranked in 1<sup>st</sup> (same as 2016) and 3<sup>rd</sup>
  - QLD most candidates ranked in 2<sup>nd</sup> (same as 2016)
  - SA most candidates ranked in 2<sup>nd</sup> (increase from 3<sup>rd</sup> in 2016)
  - WA most candidates ranked in 4<sup>th</sup> (drop from 3<sup>rd</sup> in 2016)
- Most females were ranked in 3<sup>rd</sup> and 4<sup>th</sup> quartile overall (4<sup>th</sup> in 2016) (Males 2<sup>nd</sup>)
  - = NSW – 4<sup>th</sup> (↑ Male 1<sup>st</sup>)
  - = VIC – 1<sup>st</sup> (↓ Male 3<sup>rd</sup>)
  - = ↑ QLD – 1<sup>st</sup> and 2<sup>nd</sup> (= Male 2<sup>nd</sup>)
  - ↓ SA – 3<sup>rd</sup> (= Male 2<sup>nd</sup>) Only one female
  - = WA – 4<sup>th</sup> (Male quite an equal spread)
- In NSW, VIC and WA females performed consistently with the overall region. In SA difficult to conclude due to low number of females. In QLD females were both on par and performing better.
- Males in QLD and SA were on par with overall regional performance, NSW was higher and Vic was lower. No conclusion for WA.

# 2017 - INTERVIEW QUARTILE RANKING



Region	Applications		How Candidates Ranked in Quartiles based Solely on Interviews										
	Gender	First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
		Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed
NSW	Female	1	5.26%	1.69%	6	31.58%	10.17%	6	31.58%	10.17%	6	31.58%	10.17%
	Male	8	20.00%	13.56%	5	12.50%	8.47%	10	25.00%	16.95%	17	42.50%	28.81%
<b>Total NSW</b>		<b>9</b>	<b>N/A</b>	<b>15.25%</b>	<b>11</b>	<b>N/A</b>	<b>18.64%</b>	<b>16</b>	<b>N/A</b>	<b>27.12%</b>	<b>23</b>	<b>N/A</b>	<b>38.98%</b>
VIC-TAS	Female	2	15.38%	4.88%	4	30.77%	9.76%	3	23.08%	7.32%	4	30.77%	9.76%
	Male	8	28.57%	19.51%	6	21.43%	14.63%	9	32.14%	21.95%	5	17.86%	12.20%
<b>Total VIC-TAS</b>		<b>10</b>	<b>N/A</b>	<b>24.39%</b>	<b>10</b>	<b>N/A</b>	<b>24.39%</b>	<b>12</b>	<b>N/A</b>	<b>29.27%</b>	<b>9</b>	<b>N/A</b>	<b>21.95%</b>
QLD	Female	3	30.00%	7.89%	5	50.00%	13.16%	2	20.00%	5.26%	0	0.00%	0.00%
	Male	8	28.57%	21.05%	9	32.14%	23.68%	8	28.57%	21.05%	3	10.71%	7.89%
<b>Total QLD</b>		<b>11</b>	<b>N/A</b>	<b>28.95%</b>	<b>14</b>	<b>N/A</b>	<b>36.84%</b>	<b>10</b>	<b>N/A</b>	<b>26.32%</b>	<b>3</b>	<b>N/A</b>	<b>7.89%</b>
SA-NT	Female	1	100.00%	12.50%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Male	0	0.00%	0.00%	3	42.86%	37.50%	1	14.29%	12.50%	3	42.86%	37.50%
<b>Total SA-NT</b>		<b>1</b>	<b>N/A</b>	<b>12.50%</b>	<b>3</b>	<b>N/A</b>	<b>37.50%</b>	<b>1</b>	<b>N/A</b>	<b>12.50%</b>	<b>3</b>	<b>N/A</b>	<b>37.50%</b>
WA	Female	4	57.14%	25.00%	3	42.86%	18.75%	0	0.00%	0.00%	0	0.00%	0.00%
	Male	6	66.67%	37.50%	0	0.00%	0.00%	1	11.11%	6.25%	2	22.22%	12.50%
<b>Total WA</b>		<b>10</b>	<b>N/A</b>	<b>62.50%</b>	<b>3</b>	<b>N/A</b>	<b>18.75%</b>	<b>1</b>	<b>N/A</b>	<b>6.25%</b>	<b>2</b>	<b>N/A</b>	<b>12.50%</b>
<b>Total</b>	Female	<b>11</b>	<b>N/A</b>	<b>22.00%</b>	<b>18</b>	<b>N/A</b>	<b>36.00%</b>	<b>11</b>	<b>N/A</b>	<b>22.00%</b>	<b>10</b>	<b>N/A</b>	<b>20.00%</b>
	Male	<b>30</b>	<b>N/A</b>	<b>26.79%</b>	<b>23</b>	<b>N/A</b>	<b>20.54%</b>	<b>29</b>	<b>N/A</b>	<b>25.89%</b>	<b>30</b>	<b>N/A</b>	<b>26.79%</b>

- Within region:
  - NSW most candidates ranked in 4<sup>th</sup> (2016 - 1<sup>st</sup>)
  - VIC most candidates ranked in 3<sup>rd</sup> (2016 - 4<sup>th</sup>)
  - QLD most candidates ranked in 2<sup>nd</sup> (2016 - 2<sup>nd</sup>)
  - SA most candidates ranked in 2<sup>nd</sup> and 4<sup>th</sup> (2016 - 1<sup>st</sup>)
  - WA most candidates ranked in 1<sup>st</sup> (2016 - 2<sup>nd</sup>)
- Most females were ranked in 2<sup>nd</sup> (2016 - 3<sup>rd</sup>) quartile (Males 1<sup>st</sup> and 4<sup>th</sup>)
  - = ↑ NSW equal 2<sup>nd</sup> - 4<sup>th</sup> (= Male 4<sup>th</sup>)
  - ↓ ↑ VIC 2<sup>nd</sup> and 4<sup>th</sup> (= Male 3<sup>rd</sup>)
  - = QLD 2<sup>nd</sup> (= Male 2<sup>nd</sup>)
  - ↑ SA 1<sup>st</sup> (= Male 2<sup>nd</sup> and 4<sup>th</sup>) Only one female
  - = WA 1<sup>st</sup> (= Male 1<sup>st</sup>)
- Across both female and males the performance is generally one par with the overall region performance

# 2017 - TOTAL SCORE QUARTILE RANKING



Region	Applications Gender	Total Score Breakdown into Quartiles (cv, Referee and Interview)											
		First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
		Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed
NSW	Female	2	10.53%	3.39%	4	21.05%	6.78%	5	26.32%	8.47%	8	42.11%	13.56%
	Male	11	27.50%	18.64%	5	12.50%	8.47%	9	22.50%	15.25%	15	37.50%	25.42%
<b>Total NSW</b>		<b>13</b>	<b>N/A</b>	<b>22.03%</b>	<b>9</b>	<b>N/A</b>	<b>15.25%</b>	<b>14</b>	<b>N/A</b>	<b>23.73%</b>	<b>23</b>	<b>N/A</b>	<b>38.98%</b>
VIC-TAS	Female	4	30.77%	9.76%	5	38.46%	12.20%	2	15.38%	4.88%	2	15.38%	4.88%
	Male	5	17.86%	12.20%	10	35.71%	24.39%	9	32.14%	21.95%	4	14.29%	9.76%
<b>Total VIC-TAS</b>		<b>9</b>	<b>N/A</b>	<b>21.95%</b>	<b>15</b>	<b>N/A</b>	<b>36.59%</b>	<b>11</b>	<b>N/A</b>	<b>26.83%</b>	<b>6</b>	<b>N/A</b>	<b>14.63%</b>
QLD	Female	4	40.00%	10.53%	2	20.00%	5.26%	4	40.00%	10.53%	0	0.00%	0.00%
	Male	9	32.14%	23.68%	6	21.43%	15.79%	7	25.00%	18.42%	6	21.43%	15.79%
<b>Total QLD</b>		<b>13</b>	<b>N/A</b>	<b>34.21%</b>	<b>8</b>	<b>N/A</b>	<b>21.05%</b>	<b>11</b>	<b>N/A</b>	<b>28.95%</b>	<b>6</b>	<b>N/A</b>	<b>15.79%</b>
SA-NT	Female	0	0.00%	0.00%	1	100.00%	12.50%	0	0.00%	0.00%	0	0.00%	0.00%
	Male	0	0.00%	0.00%	3	42.86%	37.50%	1	14.29%	12.50%	3	42.86%	37.50%
<b>Total SA-NT</b>		<b>0</b>	<b>N/A</b>	<b>0.00%</b>	<b>4</b>	<b>N/A</b>	<b>50.00%</b>	<b>1</b>	<b>N/A</b>	<b>12.50%</b>	<b>3</b>	<b>N/A</b>	<b>37.50%</b>
WA	Female	1	14.29%	6.25%	2	28.57%	12.50%	4	57.14%	25.00%	0	0.00%	0.00%
	Male	5	55.56%	31.25%	2	22.22%	12.50%	1	11.11%	6.25%	1	11.11%	6.25%
<b>Total WA</b>		<b>6</b>	<b>N/A</b>	<b>37.50%</b>	<b>4</b>	<b>N/A</b>	<b>25.00%</b>	<b>5</b>	<b>N/A</b>	<b>31.25%</b>	<b>1</b>	<b>N/A</b>	<b>6.25%</b>
<b>Total</b>	Female	<b>11</b>	<b>22.00%</b>	<b>6.79%</b>	<b>14</b>	<b>28.00%</b>	<b>8.64%</b>	<b>15</b>	<b>30.00%</b>	<b>9.26%</b>	<b>10</b>	<b>20.00%</b>	<b>6.17%</b>
	Male	<b>30</b>	<b>26.79%</b>	<b>18.52%</b>	<b>26</b>	<b>23.21%</b>	<b>16.05%</b>	<b>27</b>	<b>24.11%</b>	<b>16.67%</b>	<b>29</b>	<b>25.89%</b>	<b>17.90%</b>

- Within region:
  - NSW most candidates ranked in 4<sup>th</sup> (consistent with CV/Ref and interview score. 2016 – 1<sup>st</sup>)
  - VIC most candidates ranked in 2<sup>nd</sup> (higher than both CV/Ref and Interview. 2016 – 2<sup>nd</sup> and 4<sup>th</sup>)
  - QLD most candidates ranked in 1<sup>st</sup> followed closely by 3<sup>rd</sup> (which is consistent with interview. 2016 – 1<sup>st</sup>)
  - SA most candidates ranked in 2<sup>nd</sup> (consistent with interview, 2<sup>nd</sup> and 4<sup>th</sup>, and CV/Ref. 2016 – 2<sup>nd</sup> and 3<sup>rd</sup>)
  - WA most candidates ranked in 1<sup>st</sup> (consistent with Interview. 2016 – 3<sup>rd</sup>)
- Most females were ranked in 2<sup>nd</sup> or 3<sup>rd</sup> (consistent with CV/Ref and Interview. 2016 – 3<sup>rd</sup> and 4<sup>th</sup>) (Males – 1<sup>st</sup> or 4<sup>th</sup>)
  - = NSW 4<sup>th</sup> (= Male 4<sup>th</sup>)
  - = VIC 2<sup>nd</sup> (= Male 2<sup>nd</sup>)
  - = QLD 1<sup>st</sup> and 3<sup>rd</sup> (= Male 1<sup>st</sup>)
  - = SA 2<sup>nd</sup> (= ↓ Male 2<sup>nd</sup> and 4<sup>th</sup>) Only one female
  - ↓ WA 3<sup>rd</sup> (= Male 1<sup>st</sup>)
- In NSW, QLD, VIC and SA the performance of females was on par with the overall regional performance. In WA the performance was lower.
- For males, the performance was consistent with the overall regional performance.

# 2017 - CV, REFEREE AND INTERVIEW SCORES ACROSS TOTAL SCORES



- Same correlations as 2016
- As CV score increases so does total score and hence correlated well with the total scores ( $r = 0.63$  in 2016  $r = 0.55$ )
- Correlation between referee and total score is minor. The Referee score does not provide much competition or discrimination ( $r = 0.25$  in 2016  $r = 0.36$ )
- The Interview Score shows a strong relationship, compared to CV and Referee, with the total scores. The interview score is strongly correlated to the total score. ( $r = 0.74$  in 2016  $r = 0.58$ )
- The distribution of the interview demonstrates that there are candidates who perform well and those who perform poorly and hence discriminates between candidates

# 2018 - ELIGIBLE FOR INTERVIEWS



Region	Applications	Interview			
	Gender	Total Interviewed	Percentage Interviewed within Gender	Percentage of Total Candidates in Region	Percentage of Total Candidates Interviewed
NSW	Female	22	59.46%	22.22%	13.33%
	Male	37	59.68%	37.37%	22.42%
<b>Total NSW</b>		<b>59</b>	<b>N/A</b>	<b>59.60%</b>	<b>35.76%</b>
VIC-TAS	Female	20	62.50%	28.17%	12.12%
	Male	23	58.97%	32.39%	13.94%
<b>Total VIC-TAS</b>		<b>43</b>	<b>N/A</b>	<b>60.56%</b>	<b>26.06%</b>
QLD	Female	12	63.16%	19.05%	7.27%
	Male	23	52.27%	36.51%	13.94%
<b>Total QLD</b>		<b>35</b>	<b>N/A</b>	<b>55.56%</b>	<b>21.21%</b>
SA-NT	Female	3	100.00%	12.50%	1.82%
	Male	13	61.90%	54.17%	7.88%
<b>Total SA-NT</b>		<b>16</b>	<b>N/A</b>	<b>66.67%</b>	<b>9.70%</b>
WA	Female	7	70.00%	33.33%	4.24%
	Male	5	45.45%	23.81%	3.03%
<b>Total WA</b>		<b>12</b>	<b>N/A</b>	<b>57.14%</b>	<b>7.27%</b>
<b>Total</b>	Female	<b>64</b>	<b>63.37%</b>	<b>23.02%</b>	<b>38.79%</b>
	Male	<b>101</b>	<b>57.06%</b>	<b>36.33%</b>	<b>61.21%</b>

- Within gender, more females moved to interview (63.37%) than males (57.06%). We see this trend in VIC, QLD, SA and WA.
- Of all candidates who applied, those who moved to interview were 23.02% female(increase from 2017) and 36.33% were male
- Of all candidates interviewed, 38.79% were female (increase from 2016 and 2017) and 61.21% were male
- Within each region, QLD had the lowest number of candidates moving to interview and SA had the highest

# 2018 - CV AND REFEREE QUARTILE RANKING FOR THOSE WHO MOVED TO INTERVIEW



Region	Applications Gender	Combined CV and Referee Score (those that were interviewed)											
		First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
		Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed
NSW	Female	5	22.73%	8.47%	4	18.18%	6.78%	8	36.36%	13.56%	5	22.73%	8.47%
	Male	12	32.43%	20.34%	11	29.73%	18.64%	11	29.73%	18.64%	5	13.51%	8.47%
<b>Total NSW</b>		<b>17</b>	<b>N/A</b>	<b>28.81%</b>	<b>15</b>	<b>N/A</b>	<b>25.42%</b>	<b>19</b>	<b>N/A</b>	<b>32.20%</b>	<b>10</b>	<b>N/A</b>	<b>16.95%</b>
VIC-TAS	Female	4	20.00%	9.30%	7	35.00%	16.28%	6	30.00%	13.95%	3	15.00%	6.98%
	Male	5	21.74%	11.63%	4	17.39%	9.30%	5	21.74%	11.63%	9	39.13%	20.93%
<b>Total VIC-TAS</b>		<b>9</b>	<b>N/A</b>	<b>20.93%</b>	<b>11</b>	<b>N/A</b>	<b>25.58%</b>	<b>11</b>	<b>N/A</b>	<b>25.58%</b>	<b>12</b>	<b>N/A</b>	<b>27.91%</b>
QLD	Female	4	33.33%	11.43%	0	0.00%	0.00%	3	25.00%	8.57%	5	41.67%	14.29%
	Male	6	26.09%	17.14%	8	34.78%	22.86%	4	17.39%	11.43%	5	21.74%	14.29%
<b>Total QLD</b>		<b>10</b>	<b>N/A</b>	<b>28.57%</b>	<b>8</b>	<b>N/A</b>	<b>22.86%</b>	<b>7</b>	<b>N/A</b>	<b>20.00%</b>	<b>10</b>	<b>N/A</b>	<b>28.57%</b>
SA-NT	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	3	100.00%	18.75%
	Male	5	38.46%	31.25%	4	30.77%	25.00%	1	7.69%	6.25%	3	23.08%	18.75%
<b>Total SA-NT</b>		<b>5</b>	<b>N/A</b>	<b>31.25%</b>	<b>4</b>	<b>N/A</b>	<b>25.00%</b>	<b>1</b>	<b>N/A</b>	<b>6.25%</b>	<b>6</b>	<b>N/A</b>	<b>37.50%</b>
WA	Female	3	42.86%	25.00%	1	14.29%	8.33%	2	28.57%	16.67%	1	14.29%	8.33%
	Male	1	20.00%	8.33%	2	40.00%	16.67%	1	20.00%	8.33%	1	20.00%	8.33%
<b>Total WA</b>		<b>4</b>	<b>N/A</b>	<b>33.33%</b>	<b>3</b>	<b>N/A</b>	<b>25.00%</b>	<b>3</b>	<b>N/A</b>	<b>25.00%</b>	<b>2</b>	<b>N/A</b>	<b>16.67%</b>
<b>Total</b>	Female	<b>16</b>	<b>25.00%</b>	<b>25.00%</b>	<b>12</b>	<b>18.75%</b>	<b>18.75%</b>	<b>19</b>	<b>29.69%</b>	<b>29.69%</b>	<b>17</b>	<b>26.56%</b>	<b>26.56%</b>
	Male	<b>29</b>	<b>28.71%</b>	<b>28.71%</b>	<b>29</b>	<b>28.71%</b>	<b>28.71%</b>	<b>22</b>	<b>21.78%</b>	<b>21.78%</b>	<b>23</b>	<b>22.77%</b>	<b>22.77%</b>

- Within region:
  - NSW most candidates ranked in 3<sup>rd</sup> (2016 and 2017 – 4<sup>th</sup>)
  - VIC most candidates ranked in 4<sup>th</sup> but followed closely by equal 2<sup>nd</sup> and 3<sup>rd</sup> (2016 – 1<sup>st</sup> and 2017 – 1<sup>st</sup> and 3<sup>rd</sup>)
  - QLD most candidates ranked equal 1<sup>st</sup> and 4<sup>th</sup> (2016 and 2017 – 2<sup>nd</sup>)
  - SA most candidates ranked in 4<sup>th</sup> but followed closely by 1<sup>st</sup> (2016 – 3<sup>rd</sup> and 2017 – 2<sup>nd</sup>)
  - WA most candidates ranked in 1<sup>st</sup> but numbers are quite even across 1<sup>st</sup> to 3<sup>rd</sup> 4,3,3 (2016 - 3<sup>rd</sup> and 2017 – 4<sup>th</sup>)
- Most females were ranked in 3<sup>rd</sup> (19) and 4<sup>th</sup> (17) quartile overall but when you examine numbers 25% (16) were also in 1<sup>st</sup> quartile (2016 – 4<sup>th</sup> and 2017 – 3<sup>rd</sup> and 4<sup>th</sup>) (Males 1<sup>st</sup> or 2<sup>nd</sup>)
  - = NSW 3<sup>rd</sup> (↑ Male 1<sup>st</sup> but 12 candidates, with 11 in 2<sup>nd</sup> and 3<sup>rd</sup>)
  - ↑ VIC 2<sup>nd</sup> (= Male 4<sup>th</sup>)
  - = QLD 4<sup>th</sup> (<> Male 2<sup>nd</sup>)
  - = SA 4<sup>th</sup> (= Male 1<sup>st</sup>) *calling it even due to close numbers in both 1<sup>st</sup> and 4<sup>th</sup>*
  - = WA 1<sup>st</sup> (= Male 2<sup>nd</sup>) *calling it even due to close numbers in both 1<sup>st</sup> to 3<sup>rd</sup>*
- Generally both females and males performed on par with the overall regional performance

# 2018 - INTERVIEW QUARTILE RANKING



Region	Applications Gender	How Candidates Ranked in Quartiles based Solely on Interviews											
		First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
		Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed
NSW	Female	6	27.27%	10.17%	6	27.27%	10.17%	5	22.73%	8.47%	5	22.73%	8.47%
	Male	5	13.51%	8.47%	8	21.62%	13.56%	15	40.54%	25.42%	9	24.32%	15.25%
<b>Total NSW</b>		<b>11</b>	<b>N/A</b>	<b>18.64%</b>	<b>14</b>	<b>N/A</b>	<b>23.73%</b>	<b>20</b>	<b>N/A</b>	<b>33.90%</b>	<b>14</b>	<b>N/A</b>	<b>23.73%</b>
VIC-TAS	Female	4	20.00%	9.30%	8	40.00%	18.60%	5	25.00%	11.63%	3	15.00%	6.98%
	Male	4	17.39%	9.30%	8	34.78%	18.60%	6	26.09%	13.95%	5	21.74%	11.63%
<b>Total VIC-TAS</b>		<b>8</b>	<b>N/A</b>	<b>18.60%</b>	<b>16</b>	<b>N/A</b>	<b>37.21%</b>	<b>11</b>	<b>N/A</b>	<b>25.58%</b>	<b>8</b>	<b>N/A</b>	<b>18.60%</b>
QLD	Female	2	16.67%	5.71%	3	25.00%	8.57%	2	16.67%	5.71%	5	41.67%	14.29%
	Male	5	21.74%	14.29%	5	21.74%	14.29%	5	21.74%	14.29%	8	34.78%	22.86%
<b>Total QLD</b>		<b>7</b>	<b>N/A</b>	<b>20.00%</b>	<b>8</b>	<b>N/A</b>	<b>22.86%</b>	<b>7</b>	<b>N/A</b>	<b>20.00%</b>	<b>13</b>	<b>N/A</b>	<b>37.14%</b>
SA-NT	Female	0	0.00%	0.00%	3	100.00%	18.75%	0	0.00%	0.00%	0	0.00%	0.00%
	Male	6	46.15%	37.50%	2	15.38%	12.50%	3	23.08%	18.75%	2	15.38%	12.50%
<b>Total SA-NT</b>		<b>6</b>	<b>N/A</b>	<b>37.50%</b>	<b>5</b>	<b>N/A</b>	<b>31.25%</b>	<b>3</b>	<b>N/A</b>	<b>18.75%</b>	<b>2</b>	<b>N/A</b>	<b>12.50%</b>
WA	Female	5	71.43%	41.67%	1	14.29%	8.33%	0	0.00%	0.00%	1	14.29%	8.33%
	Male	2	40.00%	16.67%	1	20.00%	8.33%	1	20.00%	8.33%	1	20.00%	8.33%
<b>Total WA</b>		<b>7</b>	<b>N/A</b>	<b>58.33%</b>	<b>2</b>	<b>N/A</b>	<b>16.67%</b>	<b>1</b>	<b>N/A</b>	<b>8.33%</b>	<b>2</b>	<b>N/A</b>	<b>16.67%</b>
<b>Total</b>	Female	<b>17</b>	<b>26.56%</b>	<b>26.56%</b>	<b>21</b>	<b>32.81%</b>	<b>32.81%</b>	<b>12</b>	<b>18.75%</b>	<b>18.75%</b>	<b>14</b>	<b>21.88%</b>	<b>21.88%</b>
	Male	<b>22</b>	<b>21.78%</b>	<b>21.78%</b>	<b>24</b>	<b>23.76%</b>	<b>23.76%</b>	<b>30</b>	<b>29.70%</b>	<b>29.70%</b>	<b>25</b>	<b>24.75%</b>	<b>24.75%</b>

- Within region:
  - NSW most candidates ranked in 3<sup>rd</sup> (2016 - 1<sup>st</sup> and 2017 - 4<sup>th</sup>)
  - VIC most candidates ranked in 2<sup>nd</sup> (2016 - 4<sup>th</sup> and 2017 - 3<sup>rd</sup>)
  - QLD most candidates ranked in 4<sup>th</sup> (2016 - 2<sup>nd</sup> and 2017 - 3<sup>rd</sup>)
  - SA most candidates ranked in 1<sup>st</sup> (2016 - 1<sup>st</sup> and 2017 - 2<sup>nd</sup> and 4<sup>th</sup>)
  - WA most candidates ranked in 1<sup>st</sup> (2016 - 2<sup>nd</sup> and 2017 - 1<sup>st</sup>)
- Most females were ranked in 2<sup>nd</sup> quartile (2016 - 3<sup>rd</sup> and 2017 - 2<sup>nd</sup>) (Males - 3<sup>rd</sup>)
  - ↑ NSW 1<sup>st</sup> and 2<sup>nd</sup> (= Male 3<sup>rd</sup>)
  - = VIC 2<sup>nd</sup> (= Male 2<sup>nd</sup>)
  - = QLD 4<sup>th</sup> (= Male 4<sup>th</sup>)
  - ↓ SA 2<sup>nd</sup> (= Male 1<sup>st</sup>)
  - = WA 1<sup>st</sup> (= Male 1<sup>st</sup>)
- Generally both females and males performed on par with the overall regional performance, except for females in NSW who performed higher and females in SA who performed lower

# 2018 - TOTAL SCORE QUARTILE RANKING



Region	Applications Gender	Total Score Breakdown into Quartiles (Cv, Referee and Interview)											
		First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
		Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed
NSW	Female	6	27.27%	10.17%	4	18.18%	6.78%	7	31.82%	11.86%	5	22.73%	8.47%
	Male	9	24.32%	15.25%	7	18.92%	11.86%	14	37.84%	23.73%	7	18.92%	11.86%
<b>Total NSW</b>		<b>15</b>	<b>N/A</b>	<b>25.42%</b>	<b>11</b>	<b>N/A</b>	<b>18.64%</b>	<b>21</b>	<b>N/A</b>	<b>35.59%</b>	<b>12</b>	<b>N/A</b>	<b>20.34%</b>
VIC-TAS	Female	5	25.00%	11.63%	6	30.00%	13.95%	6	30.00%	13.95%	3	15.00%	6.98%
	Male	3	13.04%	6.98%	9	39.13%	20.93%	4	17.39%	9.30%	7	30.43%	16.28%
<b>Total VIC-TAS</b>		<b>8</b>	<b>N/A</b>	<b>18.60%</b>	<b>15</b>	<b>N/A</b>	<b>34.88%</b>	<b>10</b>	<b>N/A</b>	<b>23.26%</b>	<b>10</b>	<b>N/A</b>	<b>23.26%</b>
QLD	Female	4	33.33%	11.43%	0	0.00%	0.00%	1	8.33%	2.86%	7	58.33%	20.00%
	Male	6	26.09%	17.14%	5	21.74%	14.29%	4	17.39%	11.43%	8	34.78%	22.86%
<b>Total QLD</b>		<b>10</b>	<b>N/A</b>	<b>28.57%</b>	<b>5</b>	<b>N/A</b>	<b>14.29%</b>	<b>5</b>	<b>N/A</b>	<b>14.29%</b>	<b>15</b>	<b>N/A</b>	<b>42.86%</b>
SA-NT	Female	0	0.00%	0.00%	0	0.00%	0.00%	3	100.00%	18.75%	0	0.00%	0.00%
	Male	6	46.15%	37.50%	5	38.46%	31.25%	0	0.00%	0.00%	2	15.38%	12.50%
<b>Total SA-NT</b>		<b>6</b>	<b>N/A</b>	<b>37.50%</b>	<b>5</b>	<b>N/A</b>	<b>31.25%</b>	<b>3</b>	<b>N/A</b>	<b>18.75%</b>	<b>2</b>	<b>N/A</b>	<b>12.50%</b>
WA	Female	2	28.57%	16.67%	4	57.14%	33.33%	1	14.29%	8.33%	0	0.00%	0.00%
	Male	1	20.00%	8.33%	2	40.00%	16.67%	1	20.00%	8.33%	1	20.00%	8.33%
<b>Total WA</b>		<b>3</b>	<b>N/A</b>	<b>25.00%</b>	<b>6</b>	<b>N/A</b>	<b>50.00%</b>	<b>2</b>	<b>N/A</b>	<b>16.67%</b>	<b>1</b>	<b>N/A</b>	<b>8.33%</b>
<b>Total</b>	Female	17	26.56%	10.30%	14	21.88%	8.48%	18	28.13%	10.91%	15	23.44%	9.09%
	Male	25	24.75%	15.15%	28	27.72%	16.97%	23	22.77%	13.94%	25	24.75%	15.15%

- Within region:
  - NSW most candidates ranked in 3<sup>rd</sup> (consistent with CV/Ref and interview score. 2016 – 1<sup>st</sup> and 2017 – 4<sup>th</sup>)
  - VIC most candidates ranked in 2<sup>nd</sup> (consistent with interview and generally with CV/Ref. 2016 – 2<sup>nd</sup> and 4<sup>th</sup> and 2017 – 3<sup>rd</sup>)
  - QLD most candidates ranked in 4<sup>th</sup> (consistent with interview and generally with CV/Ref. 2016 – 1<sup>st</sup> and 2017 1<sup>st</sup> 3<sup>rd</sup>)
  - SA most candidates ranked in 1<sup>st</sup> (consistent with interview and generally with CV/Ref. 2016 – 2<sup>nd</sup> and 3<sup>rd</sup> and 2017 – 2<sup>nd</sup>)
  - WA most candidates ranked in 2<sup>nd</sup> (Suggest that even variation in CV/Ref has affected overall total score. 2016 – 3<sup>rd</sup> and 2017 – 1<sup>st</sup>)
- Most females were ranked in 1<sup>st</sup> and 3<sup>rd</sup> (2016 – 3<sup>rd</sup> and 4<sup>th</sup> and 2017 - 2<sup>nd</sup> or 3<sup>rd</sup>)
  - = NSW 3<sup>rd</sup> *but very closely followed by 1<sup>st</sup> when looking at aggregate numbers 7 to 6 (= 3<sup>rd</sup> Male)*
  - = VIC 2<sup>nd</sup> and 3<sup>rd</sup> (= 2<sup>nd</sup> Male) *within region more females ranked in 1<sup>st</sup> then males*
  - = QLD 4<sup>th</sup> (= 4<sup>th</sup> Male)
  - ↓ SA 3<sup>rd</sup> (= 1<sup>st</sup> Male)
  - = WA 2<sup>nd</sup> (= 2<sup>nd</sup> Male)
- Generally both females and males performed on par with the overall regional performance, except for females in SA who performed lower

# 2018 - CV, REFEREE AND INTERVIEW SCORES ACROSS TOTAL SCORES



- Same correlations as 2016 and 2017
- As CV score increases so does total score and hence correlated well with the total scores ( $r = 0.66$  in 2017  $r = 0.63$  and 2016  $r = 0.55$ )
- Correlation between referee and total score is minor. The Referee score does not provide much competition or discrimination ( $r = 0.25$  in 2017  $r = 0.25$  and 2016  $r = 0.36$ )
- The Interview Score shows a strong relationship, compared to CV and Referee, with the total scores. The interview score is strongly correlated to the total score. ( $r = 0.77$  in 2017  $r = 0.74$  and 2016  $r = 0.58$ )
- The distribution of the interview demonstrates that there are candidates who perform well and those who perform poorly and hence discriminates between candidates

# OFFERS



	2016	2017	2018
No: of applicants	224	249	278
No: of Offers	85	89	124
% offers of total applicants	37.95%	35.74%	44.60%
No: interviewed	157	162	165
% offers of those interviewed	54.14%	54.94%	75%



	2016	2017	2018
<b>No: of applicants</b>	224	249	278
Female	75 (33.48%)	85 (34.14%)	101 (36.33%)
Male	149 (66.52%)	164 (65.86%)	177 (63.67%)
<b>No: of Offers</b>	85	89	123
Female	25	29	49
Male	60	60	75
<b>% offers of total applicants</b>	37.95%	35.74%	44.60%
Female	11.16%	11.65%	17.63%
Male	26.79%	24.09%	26.98%
<b>% offers of total applicants within gender</b>	N/A	N/A	N/A
Female	33.33%	34.12%	39.52%
Male	40.27%	36.59%	60.48%
<b>No: interviewed</b>	157	162	165
Female	55	50	64
Male	102	112	101
<b>% offers of total interviewed</b>	54.14%	54.94%	74.54%
Female	15.92%	17.90%	29.70%
Male	38.22%	37.04%	45.45%
<b>% offers of those interviewed within gender</b>	N/A	N/A	N/A
Female	45.45%	58.00%	76.56%
Male	58.82%	53.57%	74.26%

- From 2016 to 2017 the number of offers made to female candidates increased by 4 whereas the males remained at 60.
- In 2018, the number of offers made to female candidates increased by 9, whereas the male candidates dropped by 6
- From 2016 to 2018 this is an increase of:
  - 2.21% based on total applicants
  - 7.11% of total applicants interviewed
  - 9.22% of eligible candidates (ie top three quartile)
- From 2016 to 2018 within their gender cohort the probability of being made an offer if female has also increased whereas the males have decreased

# OFFERS – ARE WE MOVING CANDIDATES INTERSTATE?



- ▶ In 2018 fifteen candidates were offered positions outside of their first preference. Of the fifteen:
  - ▶ Four were subsequently offered jobs in their first preference in later rounds
  - ▶ Three did not request to be considered for their first preference and subsequently withdraw for another specialty in the following year.
  - ▶ One declined the offer to their first preference
  - ▶ Remaining two requested transfers to their first preference during 2018 for 2019 and both were accommodated.
  - ▶ **Hence, everyone from the 2019 cohort selected is currently training in their first preference (except for the one who declined the offer)**

# CV AND OFFERS 2016



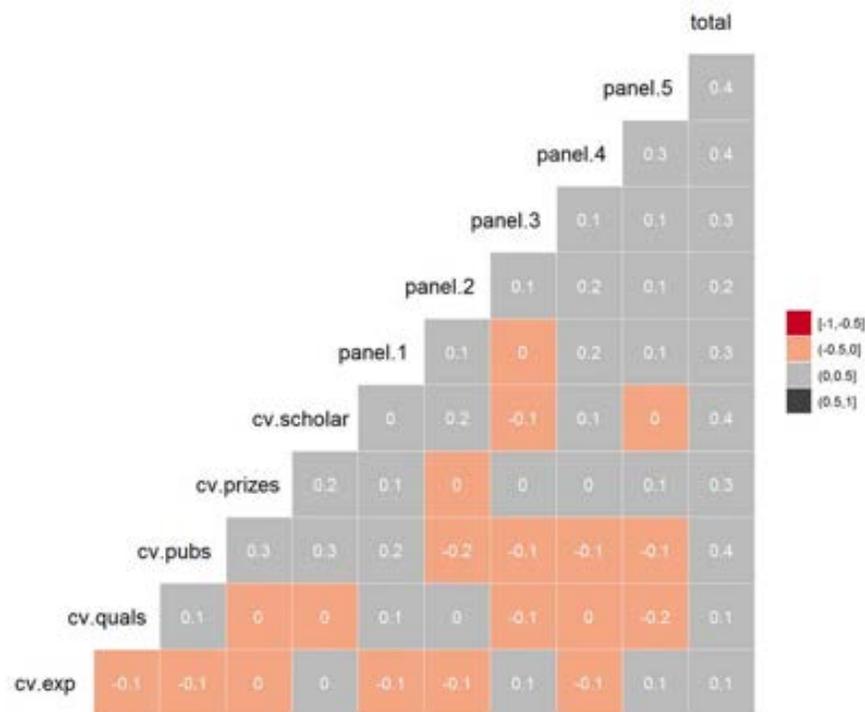
	Total Offers	Surgical experience	Qualifications	Presentations and publications	Prizes and awards	Scholar and teacher	Total (Raw)
<b>All Candidates</b>		<b>7.38</b>	<b>0.64</b>	<b>2.75</b>	<b>0.11</b>	<b>0.53</b>	<b>11.43</b>
<b>Overall those made offers</b>	<b>85</b>	<b>7.79</b>	<b>0.67</b>	<b>4.18</b>	<b>0.20</b>	<b>0.91</b>	<b>13.80</b>
Round 1	44	7.73	0.86	4.80	0.32	1.00	14.73
Round 2-5	41	7.85	0.46	3.51	0.07	0.80	12.80
Round 2	2	7.00	1.00	8.00	0.50	1.00	17.50
Round 3	3	8.00	0.33	1.67	0.00	0.67	10.67
Round 4	24	7.92	0.54	3.67	0.08	0.88	13.25
Round 5	12	7.83	0.25	2.92	0.00	0.67	11.67

- Generally those made an offer in the later rounds (2-5) score lower across the tools
- However when you examine the individual rounds this pattern is not consistent for Surgical experience where in rounds 2 – 5 (combined) candidates scored higher
- Candidates made offers in Round 1 did score higher in Presentations and Publications followed by those in Round 4 (Round 2 only had two offers)

# CV, INTERVIEW AND TOTAL SCORES 2016

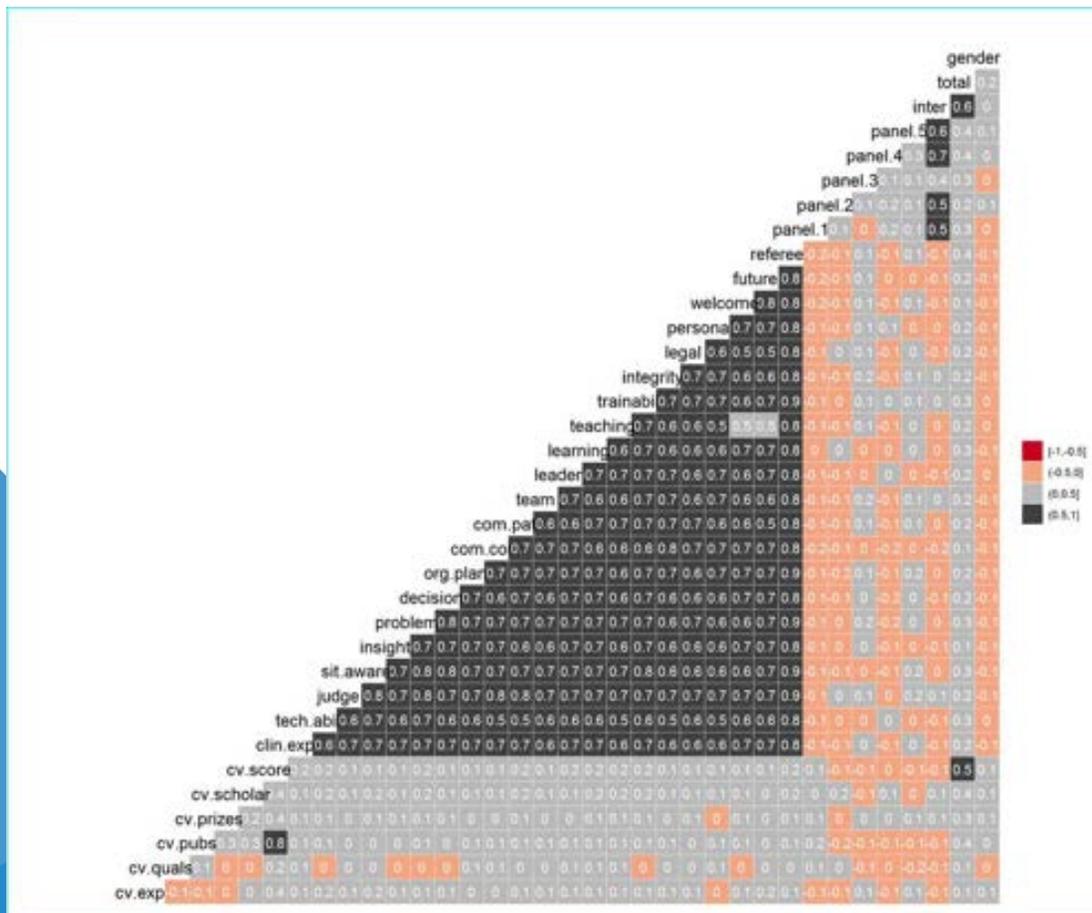


- No major correlations (between  $r = 0$  and  $r = 0.5$ )



NB: CV scores include:- 'surgical experience' (cv.exp), 'qualifications' (cv.quals), 'presentation and publications' (cv.pubs), 'prizes and awards' (cv.prizes), 'scholar and teacher' (cv.scholar). Interview panel scores are presented by the panel.1 to panel.5 labels. Total is the total overall score (i.e. CV + Referee + Interview scores)

# CV, INTERVIEW, REFEREES AND TOTAL SCORES 2016



- CV does not share strong association with other CV components
- CV is also not strongly associated with Referee component scores or Interview Scores
- Publications and Presentations differentiates between high-ranked and low ranked applicants
- Referee component scores are strongly associated with other referee components ie if you score highly in one section of referee you will most likely score highly throughout
- Referee scores not strongly associated with interview scores
- Interview scores correlates with the total interview score and to total score
- No strong negative correlations
- Gender was not related to performance across any of the selection tools

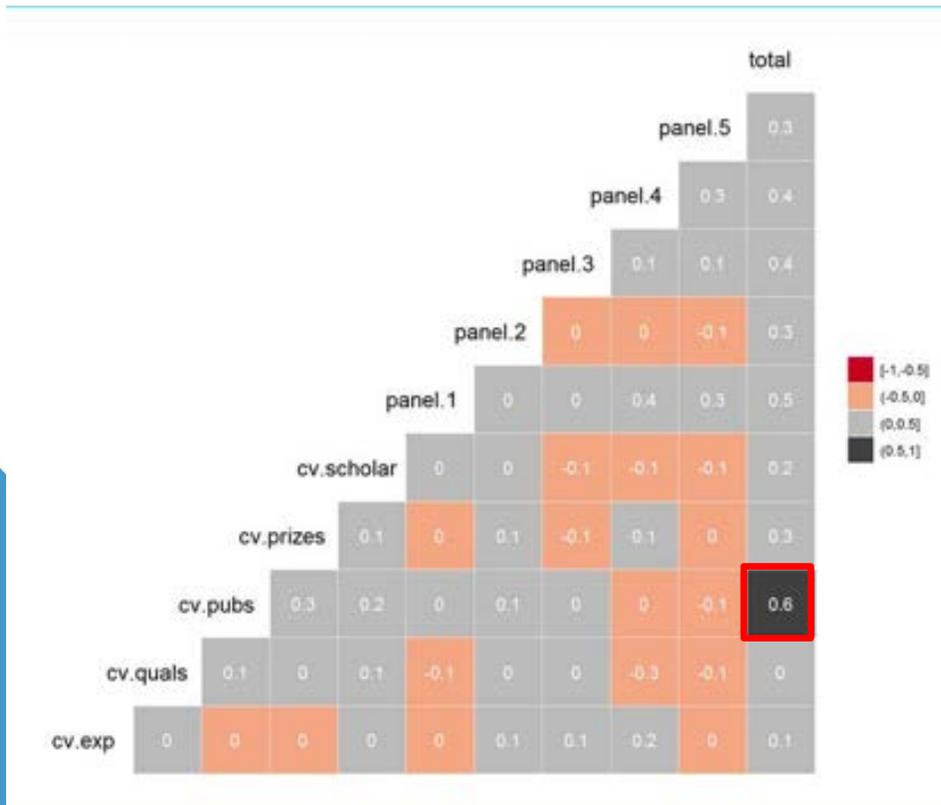
# CV AND OFFERS 2017



	Total Offers	Surgical experience	Qualifications	Presentations and publications	Prizes and awards	Scholar and teacher	Total (Raw)
<b>All Candidates</b>		<b>7.59</b>	<b>0.67</b>	<b>2.91</b>	<b>0.09</b>	<b>0.54</b>	<b>11.80</b>
<b>Overall those made offers</b>	89	7.87	1.05	5.02	0.18	0.89	15.00
Round 1	51	7.84	0.86	6.22	0.24	1.08	16.24
Round 2-5	38	7.92	1.32	3.24	0.08	0.60	13.16
Round 2	21	7.80	1.50	3.90	0.00	0.70	13.90
Round 3	1	8.00	0.00	0.00	0.00	1.00	9.00
Round 4	10	8.00	1.63	2.63	0.00	0.25	12.50
Round 5	6	8.00	0.83	3.50	0.33	0.83	13.50

- Comparing Round 1 to a combined Round 2 – 5, those made an offer in Rounds 2 -5 scored higher in Surgical Experience and Qualifications
- We see again in 2017 those in Rounds 3 – 5 scored higher on average in Surgical Experience
- Those in Round 2 and Round 4 scored higher in Qualifications than those in Round 1
- Those in Round 1 did score higher in Presentations and Publications then any other round
- Those in Round 5 scored higher in Prizes and Awards

# CV, INTERVIEW AND TOTAL SCORES 2017



- No major correlations (between  $r = 0$  and  $r = 0.5$ )
- Except for Publications and Presentations which has moderately strong correlation with total scores ( $r = 0.56$ )



# CV AND OFFERS 2018



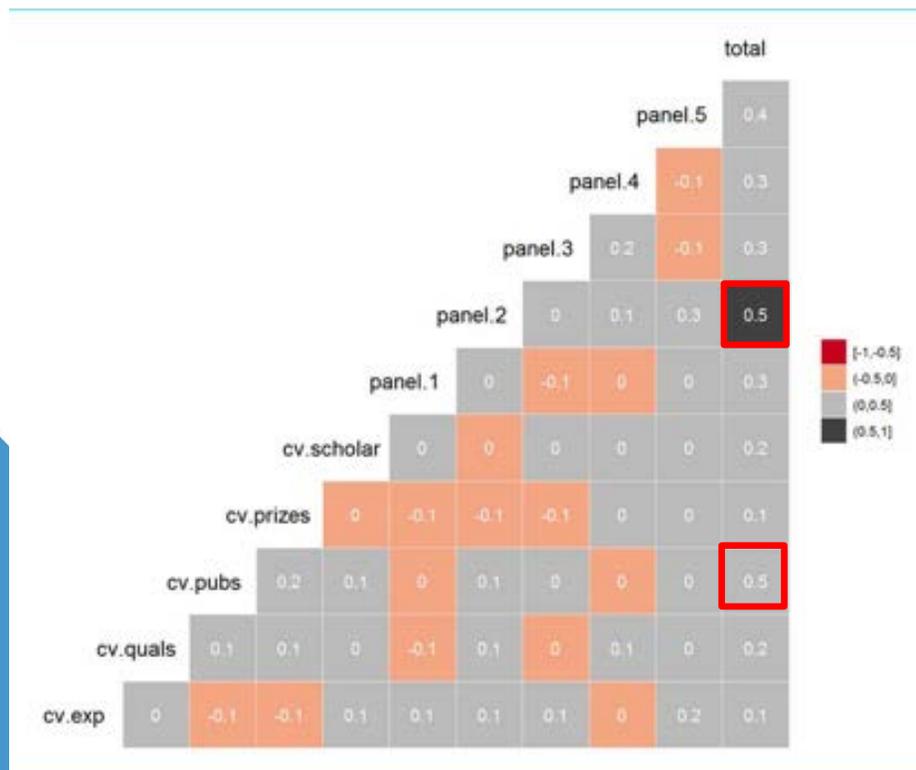
	Total Offers	Surgical experience	Qualifications	Presentations and publications	Prizes and awards	Scholar and teacher	Total (Raw)
<b>All Candidates</b>		<b>7.59</b>	<b>0.80</b>	<b>3.07</b>	<b>0.10</b>	<b>0.92</b>	<b>12.46</b>
<b>Overall those made offers</b>		7.79	1.07	4.69	0.14	1.26	14.95
Round 1	61	7.90	1.20	5.62	0.21	1.34	16.28
Round 2-5	63	7.69	0.96	4.04	0.06	1.16	13.90
Round 2	8	7.75	0.88	4.25	0.00	1.13	14.00
Round 3	21	8.00	0.95	3.67	0.05	1.14	13.81
Round 4	2	8.00	0.00	3.00	0.00	0.50	11.50
Round 5	32	7.43	1.00	3.91	0.09	1.28	13.72

- Comparing Round 1 to a combined Round 2 – 5, those made an offer in Rounds 3 and 4 scored higher in Surgical Experience
- Those in Round 1 did score higher in every other section

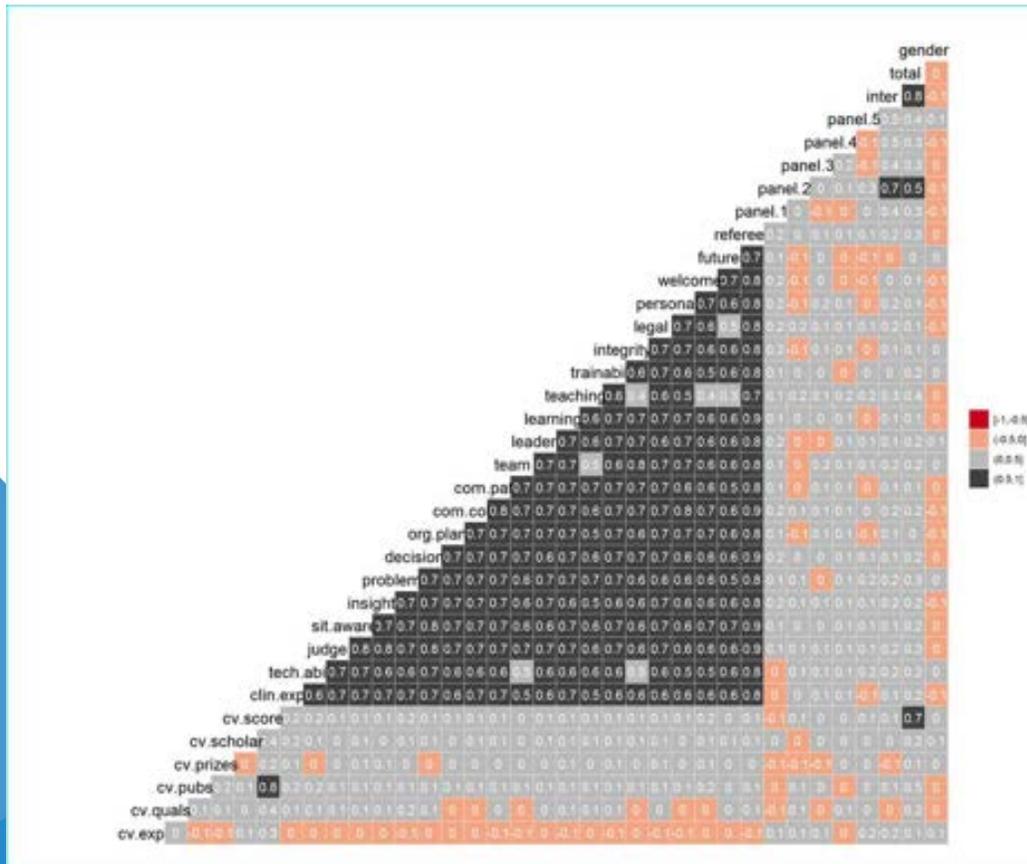
# CV, INTERVIEW AND TOTAL SCORES 2018



- No major correlations (between  $r = 0$  and  $r = 0.5$ )
- Slight correlations between Panel 2 and total score and Presentation and Publications and total score



# CV, INTERVIEW, REFEREES AND TOTAL SCORES 2018



Same correlations as 2016 and 2017

- CV does not share strong association with other CV components
- CV is also not strongly associated with Referee component scores or Interview Scores
- Publications and Presentations differentiates between high-ranked and low ranked applicants (**decreased from 2017**)
- Referee component scores are strongly associated with other referee components ie if you score highly in one section of referee you will most likely score highly throughout
- Referee scores not strongly associated with interview scores
- Interview scores correlates with the total interview score and to total score (**slightly stronger than 2017**)
- No strong negative correlations
- Gender was not related to performance across any of the selection tools

# CONCLUSIONS

## IS THERE ANY EVIDENCE OF.....



Regional bias across any of the tools?

- ▶ There appears to be no regional bias
- ▶ There were no significant differences in selection outcomes across the regions (outcomes were proportionate to region sample size)

Gender bias across any of the tools?

- ▶ There appears to be no gender bias
- ▶ There were no significant differences between men and women in terms of their selection outcomes (outcomes were proportionate to gender sample size).

Correlations between various tools?

- ▶ Publications and Presentations do differentiate between those who score higher and those who do not and hence those who are made an offer and those ranked in last quartile
- ▶ The Interview is the strongest discriminator and provides the most information about a candidates skills, experience and aptitude

Candidates being placed outside of first preference?

- ▶ The number of trainees not being offered positions in their first preference is minimal and if trainees are unable to be accommodated, transfers in the following year have been organised.
- ▶ Hence trainees are training in their preferred region

Increasing the number of female candidates – applying and offers

- ▶ Both number of female candidates applying and number of offers made to females is increasing

# SELECTION REVIEW

2019

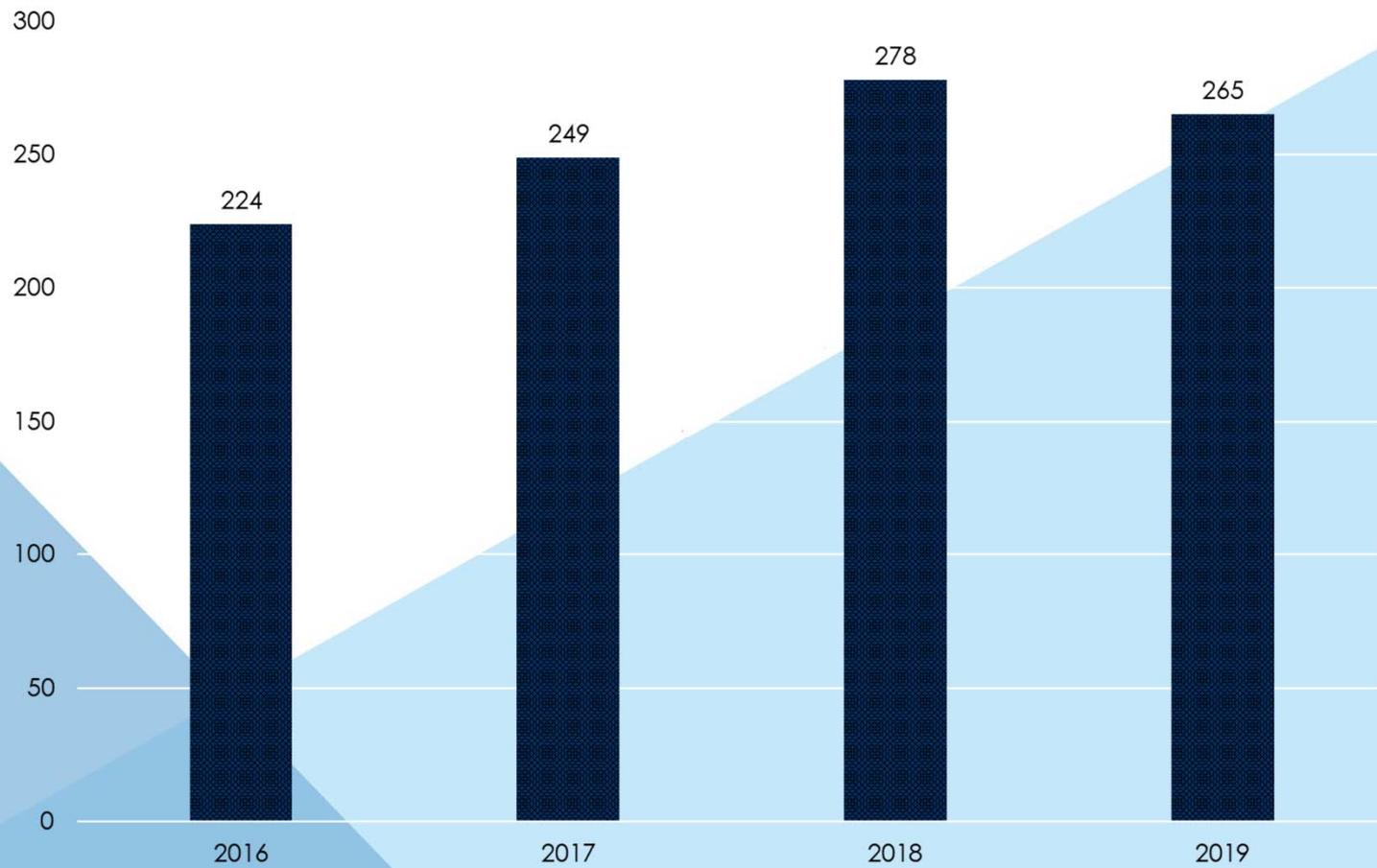


# OVERVIEW

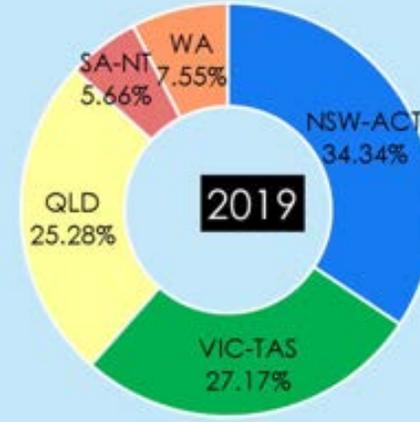
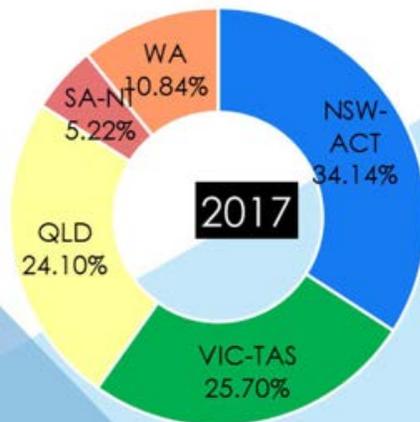
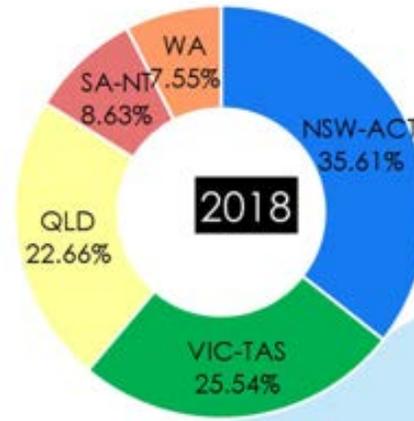
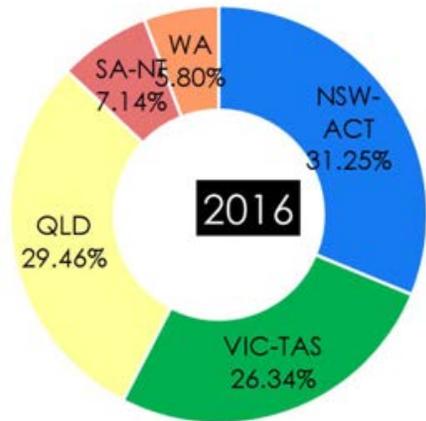


	2016	2017	2018	2019
<b>Minimum Eligibility</b>	SSE Generic introduced	N/A	N/A	N/A
<b>CV</b>	15% Raw score out of 24	25% Raw score out of 25	25% Raw score out of 25	35% Raw score out of 28
<b>Changes</b>	<ul style="list-style-type: none"> <li>Commenced scoring graduate diplomas/diplomas</li> <li>Thoracic added as GS Term</li> </ul>	<ul style="list-style-type: none"> <li>Maximum Qualification score increased to 4</li> <li>2nd or 3rd Prizes and awards were not scored</li> <li>Paediatric General Surgery added as GS Term</li> </ul>	<ul style="list-style-type: none"> <li>Included surgical education as valid presentation/publication topic</li> <li>Change Presentations to either regional or national/international and therefore reduced points</li> <li>Case reports only scored if 1st author</li> <li>Changed scoring for Scholar/teacher (months versus hours)</li> </ul>	<ul style="list-style-type: none"> <li>Included 3 points for real experience</li> </ul>
<b>Referee</b>	60%	35%	35%	25%
<b>Changes</b>	Introduced four new questions into referee reports	N/A	N/A	Randomised presentation of options
<b>Interview</b>	25%	40%	40%	40%
<b>Changes</b>	Removed skills station and added 3rd clinical scenario station	N/A	N/A	
<b>Proceed to Interview</b>	Top 70%	Top 65%	Top 60%	Top 60%

# APPLICATION NUMBERS - TOTAL

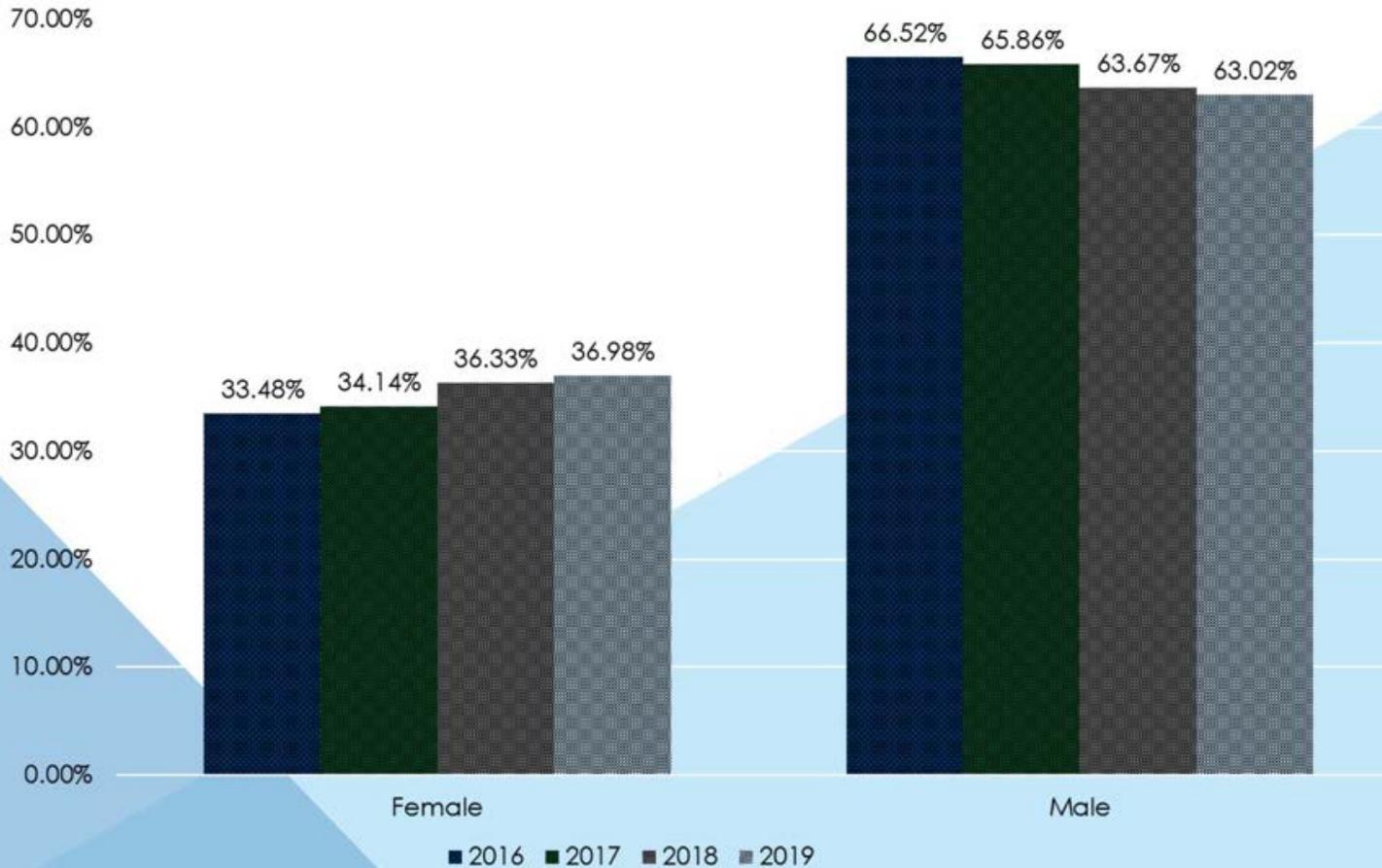


# APPLICATION NUMBERS - REGIONAL DISTRIBUTION



The number of applicants is proportional to the size of the training program for that region

# APPLICATION NUMBERS GENDER DISTRIBUTION

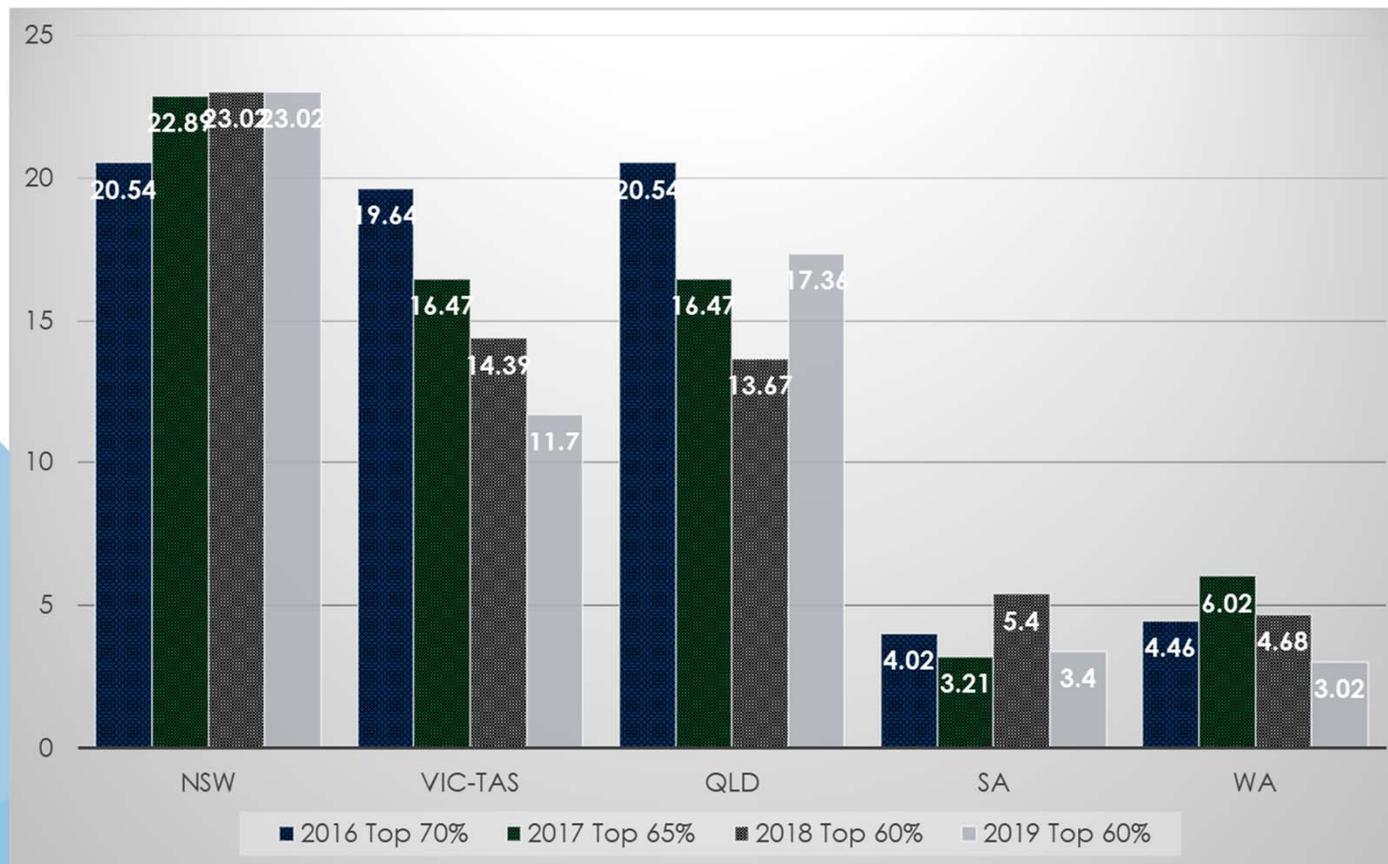


2016 – 224 (75 F – 149 M)
2017 – 249 (85 F – 164 M)
2018 – 278 (101 F – 177 M)
2019 – 265 (98 F – 167 M)



# CV

Percentage of candidates who ranked in the top percentile required for interview at the CV stage (percentage of total applicants)

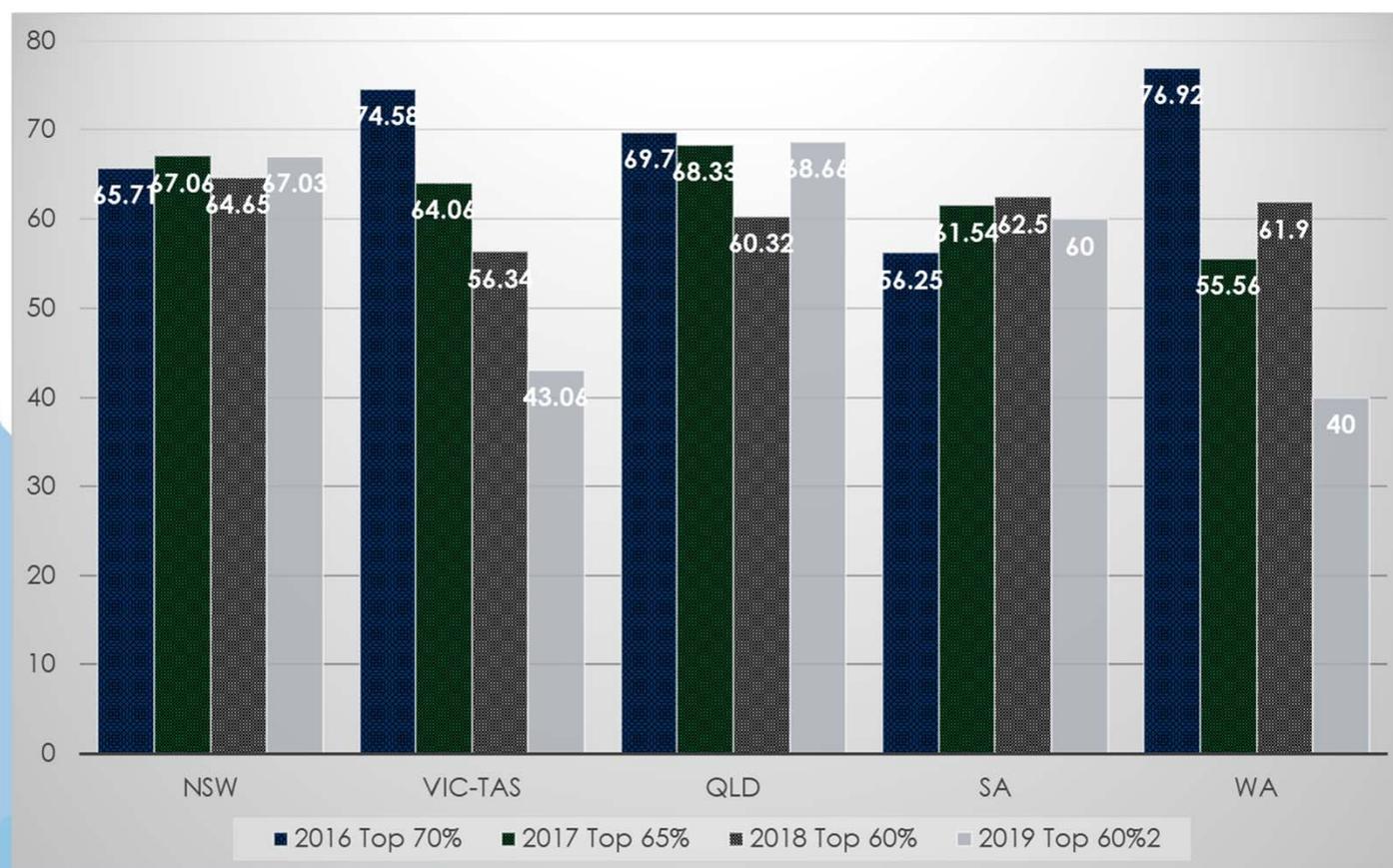


- Proportional to the regional distribution
- There has been a spike in QLD candidates ranking in top 60% after CV – this could be due to QLD scoring the highest in Publication and Presentations +/- Rural



# CV

Percentage of candidates who ranked in the top percentile required for interview at the CV stage (percentage of total applicants within each region)



- In 2016, WA had the greatest percentage of candidates within their region be ranked in the top percentile at CV stage and SA the lowest
- In 2017, QLD had the greatest percentage and WA the lowest
- In 2018, NSW has the greatest and Vic the lowest
- In 2019, QLD has the greatest percentage and WA the lowest.
- There is no one region that is consistently performing better in the CV component

# CV

Candidates in the top percentile required for interview at the CV stage by Gender



Year	Gender	Total Applicants	In Top Percentile within gender	In Top Percentile of total applicants
2016	Female	48	64.00%	21.43%
	Male	107	71.81%	47.77%
2017	Female	50	58.82%	20.08%
	Male	112	68.29%	44.98%
2018	Female	64	63.37%	23.02%
	Male	106	59.89%	38.13%
2019	Female	53	54.08%	20.00%
	Male	102	61.08%	38.49%

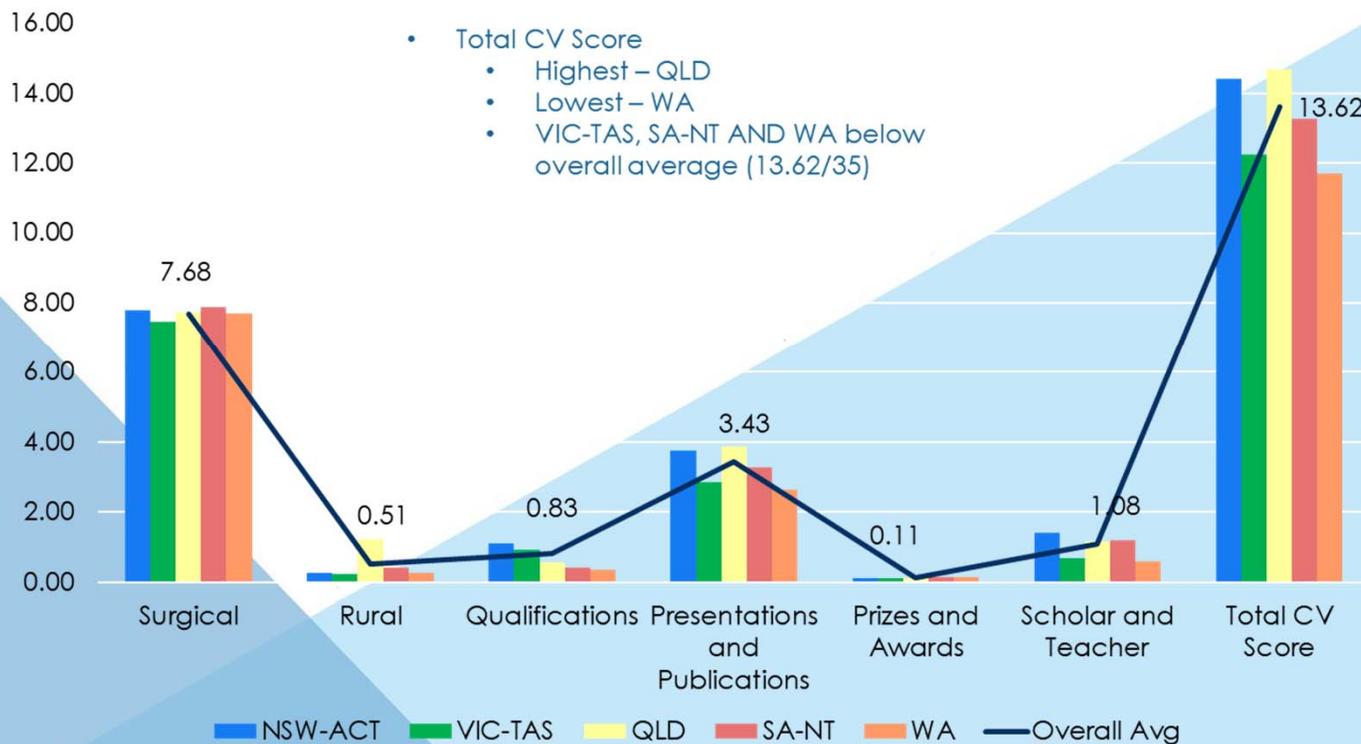
- In 2018 we see a significant rise in the number of females ranked in the top percentile and a decline in males
- In 2019, there has been a drop in the number of females ranked in the top percentile and a slight increase for males.

# CV BREAKDOWN

Is any Region scoring significantly and consistently higher in any one section?



## 2019 Average per Region for each CV Component



- Total CV Score
  - Highest – QLD
  - Lowest – WA
  - VIC-TAS, SA-NT AND WA below overall average (13.62/35)

- **Surgical**
  - Highest – SA-NT
  - Lowest – VIC-TAS
  - VIC-TAS was below average (7.46/8)
- **Rural**
  - Highest – QLD
  - Lowest – VIC-TAS
  - All regions except QLD were below average (.51/3)
- **Qualifications**
  - Highest – NSW-ACT
  - Lowest – WA
  - QLD, SA and WA below average (.83/4)
- **Presentations and Publications**
  - Highest – QLD
  - Lowest – WA
  - VIC-TAS, SA and WA below average (3.43/8)
- **Prizes and Awards**
  - Highest – WA
  - Lowest – NSW, VIC and QLD
  - NSW, VIC and QLD below average (.11/2)
- **Scholar and Teacher**
  - Highest – NSW
  - Lowest – WA
  - VIC and WA below average (.92/3)

# CV BREAKDOWN

Is any Region scoring significantly and consistently higher in any one section?



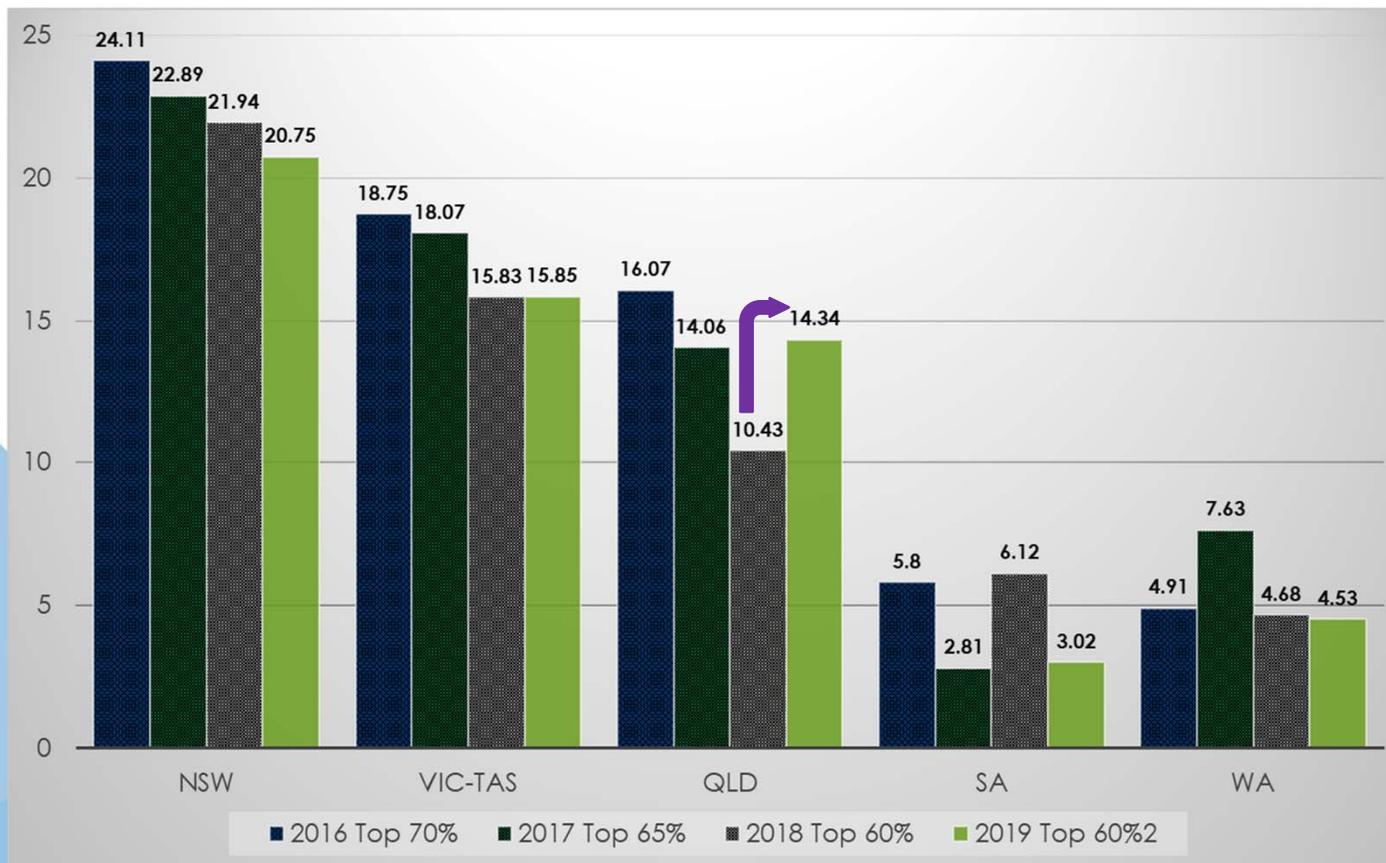
	2016		2017		2018		2019	
	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest
<b>Surgical Experience</b>	WA	NSW-ACT	SA	VIC-TAS	WA	VIC-TAS	SA-NT	VIC-TAS
<b>Rural Experience</b>	N/A	N/A	N/A	N/A	N/A	N/A	QLD	VIC-TAS
<b>Qualifications</b>	VIC-TAS	WA	NSW-ACT	WA	NSW-ACT	WA	NSW-ACT	WA
<b>Presentations and Publications</b>	SA	WA	QLD	SA	NSW-ACT	VIC-TAS	QLD	WA
<b>Prizes and Awards</b>	VIC-TAS	WA	VIC-TAS	QLD	SA	WA	WA	NSW-ACT, VIC-TAS, QLD
<b>Scholar and Teacher</b>	NSW-ACT	SA	QLD	WA	NSW-ACT	VIC-TAS	NSW-ACT	WA
<b>Total CV Score</b>	NSW-ACT	WA	QLD	WA	SA	VIC-TAS	QLD	WA

- Across the years there has been no one region dominating the CV scores
- In 2016, 2017 and 2019 WA had the lowest score
- Candidates in WA appear to consistently score the lowest on average for Qualifications
- There is no region that performs higher or lower on average for Presentations and Publications
- NSW-ACT has performed highest for Qualifications in 2017, 2018 and 2019
- **In 2019**
  - **VIC-TAS performed the lowest in 3 categories that were worth 13 points.**
  - **WA performed the lowest in 3 categories that were worth 15 points**
  - **QLD performed the highest in two categories worth 11 points**



# REFEREES

Percentage of candidates who ranked in the top percentile required for interview at the Referee stage (percentage of total applicants)

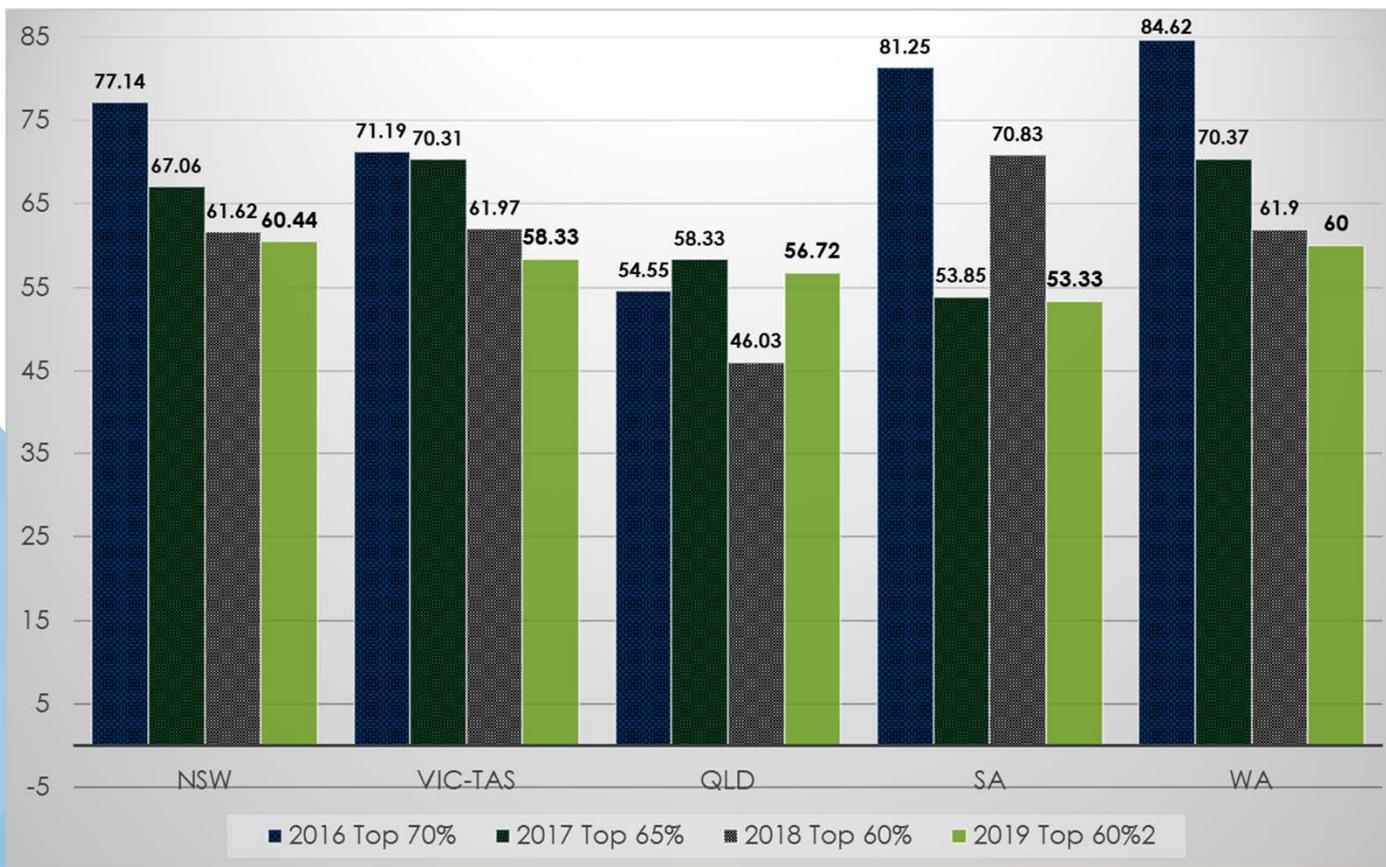


- Proportional to the regional distribution

- In 2019 QLD performed higher in the referee section compared to 2018, whereas SA performed lower

# REFEREES

Percentage of candidates who ranked in the top percentile required for interview at the Referee stage (percentage of total applicants within each region)



- In 2016 and 2017, WA had the greatest percentage of candidates within their region be ranked in the top percentile at referee stage and QLD the lowest in 2016 and SA in 2017
- In 2018, SA has the greatest and QLD the lowest
- There is no one region that is consistently performing better in the Referee component.
- In 2019, all regions had a drop in candidates ranked in top 60% except for QLD.



# REFEREES

Candidates in the top percentile required for interview at the Referee stage by Gender

Year	Gender	Total Applicants	In Top Percentile within gender	In Top Percentile of total applicants
2016	Female	54	72.00%	24.11%
	Male	102	68.46%	45.54%
2017	Female	53	62.35%	21.29%
	Male	110	67.07%	44.18%
2018	Female	63	62.38%	22.66%
	Male	101	57.06%	36.33%
2019	Female	60	61.22%	22.64%
	Male	95	56.89%	35.85%

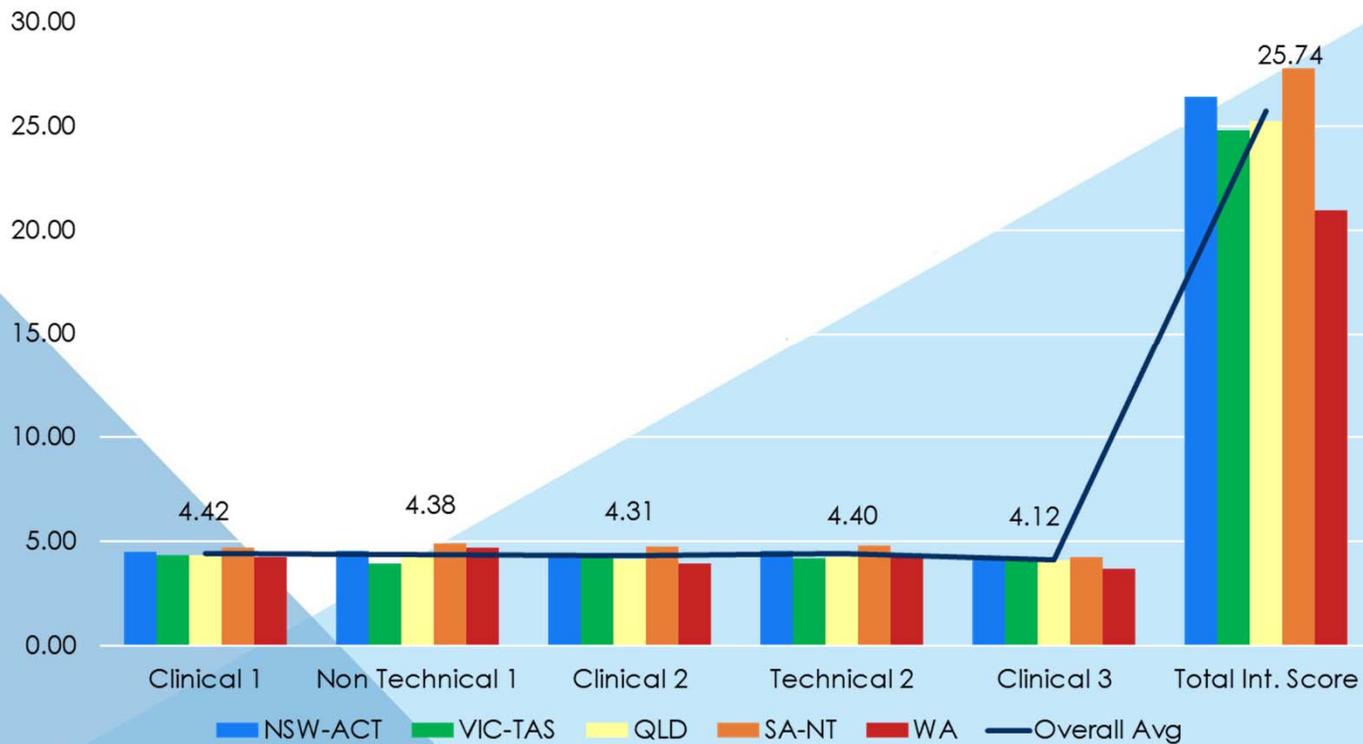
- In 2016 and 2018, females as a cohort rated higher in referees than their male counterparts. **This trend continued in 2019.**
- Overall the percentage for males ranking in the top percentile is decreasing



# INTERVIEW BREAKDOWN

Is any Region scoring significantly and consistently higher in interviews?

### 2019 Average per Region across each Interview Station



- Total Interview Score
  - Highest – SA
  - Lowest – WA
  - VIC, QLD and WA were below average

• WA performed consistently worse in each of the clinical panels



# INTERVIEW BREAKDOWN

Is any Region scoring significantly and consistently higher in interviews?

*Red indicates below overall average*

	2016	2017	2018	2019
Highest	SA	WA	WA	SA
	WA	SA-NT	QLD	NSW-ACT
	QLD	VIC-TAS	VIC-TAS	QLD
	NSW-ACT	NSW-ACT	SA	VIC-TAS
Lowest	VIC-TAS	QLD	NSW-ACT	WA

A large, dark blue arrow points downwards from the 'Highest' row to the 'Lowest' row, indicating the ranking order of the regions.

## 2019 – ELIGIBLE FOR INTERVIEWS



Region	Gender	Interview			
		Total Interviewed	Percentage Interviewed within Gender	Percentage of Total Candidates in Region	Percentage of Total Candidates Interviewed
NSW	Female	26	68.42%	28.57%	16.46%
	Male	38	71.70%	41.76%	24.05%
<b>Total NSW</b>		<b>64</b>	<b>N/A</b>	<b>70.33%</b>	<b>40.51%</b>
VIC-TAS	Female	14	42.42%	15.38%	8.86%
	Male	19	48.72%	20.88%	12.03%
<b>Total VIC-TAS</b>		<b>33</b>	<b>N/A</b>	<b>45.83%</b>	<b>20.89%</b>
QLD	Female	11	61.1%	12.09%	6.96%
	Male	34	69.39%	37.36%	21.52%
<b>Total QLD</b>		<b>45</b>	<b>N/A</b>	<b>67.16%</b>	<b>28.48%</b>
SA-NT	Female	1	50.00%	1.10%	0.63%
	Male	6	46.15%	6.59%	3.80%
<b>Total SA-NT</b>		<b>7</b>	<b>N/A</b>	<b>46.67%</b>	<b>4.43%</b>
WA	Female	3	42.86%	3.30%	1.90%
	Male	6	46.15%	6.59%	3.80%
<b>Total WA</b>		<b>9</b>	<b>N/A</b>	<b>45.00%</b>	<b>5.70%</b>
<b>Total</b>	Female	<b>55</b>	<b>56.12%</b>	<b>20.75%</b>	<b>34.81%</b>
	Male	<b>103</b>	<b>61.68%</b>	<b>38.87%</b>	<b>65.19%</b>

- Within gender, more males moved to interview than females (68.46%). This was consistent in all states except SA
- Of all candidates who applied, those who moved to interview were 20.75% female (2.27%/9 candidates less than 2018) and 38.87% male.
- Of all candidates interviewed, 34.81% were female and 65.19% were male. For female candidates this is lower than 2018
- Within each region, WA and VIC had the lowest number of candidates moving to interview (WA had lowest average interview score and CV Score, Vic had the second lowest CV and interview Score )



# 2019 - TOTAL SCORE QUARTILE RANKING

Region	Applications		Total Score Breakdown into Quartiles (Cv, Referee and Interview)										
	Gender	First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
		Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed	Number	% within gender of those interviewed	% within region of those interviewed
NSW	Female	8	30.77%	12.50%	7	26.92%	10.94%	8	30.77%	12.50%	3	11.54%	4.69%
	Male	11	28.95%	17.19%	9	23.68%	14.06%	7	18.42%	10.94%	11	28.95%	17.19%
Total NSW		19	N/A	29.69%	16	N/A	25.00%	15	N/A	23.44%	14	N/A	21.88%
VIC-TAS	Female	1	7.14%	3.03%	4	28.57%	12.12%	7	50.00%	21.21%	2	14.29%	6.06%
	Male	2	10.53%	6.06%	3	15.79%	9.09%	5	26.32%	15.15%	9	47.37%	27.27%
Total VIC-TAS		3	N/A	9.09%	7	N/A	21.21%	12	N/A	36.36%	11	N/A	33.33%
QLD	Female	3	27.27%	6.67%	3	27.27%	6.67%	3	27.27%	6.67%	2	18.18%	4.44%
	Male	10	29.41%	22.22%	9	26.47%	20.00%	8	23.53%	17.78%	7	20.59%	15.56%
Total QLD		13	N/A	28.89%	12	N/A	26.67%	11	N/A	24.44%	9	N/A	20.00%
SA-NT	Female	0	0.00%	0.00%	0	0.00%	0.00%	1	100.00%	14.29%	0	0.00%	0.00%
	Male	3	50.00%	42.86%	3	50.00%	42.86%	0	0.00%	0.00%	0	0.00%	0.00%
Total SA-NT		3	N/A	42.86%	3	N/A	42.86%	1	N/A	14.29%	0	N/A	0.00%
WA	Female	0	0.00%	0.00%	0	0.00%	0.00%	1	33.33%	11.11%	2	66.67%	22.22%
	Male	1	16.67%	11.11%	2	33.33%	22.22%	0	0.00%	0.00%	5	83.33%	55.56%
Total WA		1	N/A	11.11%	2	N/A	22.22%	1	N/A	11.11%	7	N/A	77.78%
Total	Female	12	21.82%	7.59%	14	25.45%	8.86%	20	36.36%	12.66%	9	16.36%	5.70%
	Male	27	26.21%	17.09%	26	25.24%	16.46%	20	19.42%	12.66%	32	31.07%	20.25%

- Within region:
  - NSW most candidates ranked in 1<sup>st</sup> (consistent with interview score)
  - VIC most candidates ranked in 3<sup>rd</sup> and 4<sup>th</sup> (consistent with interview)
  - QLD most candidates ranked in 1<sup>st</sup> and 2<sup>nd</sup> (not consistent with interview where candidates were ranked in 3<sup>rd</sup> and 4<sup>th</sup> quartiles)
  - SA most candidates ranked in 1<sup>st</sup> and 2<sup>nd</sup> (consistent with interview score)
  - WA most candidates ranked in 4<sup>th</sup> (consistent with interview)
- Most females were ranked in 2<sup>nd</sup> or 3<sup>rd</sup> quartile (consistent with interview) - Males ranked mostly in 4<sup>th</sup> quartile

# OFFERS



	2016	2017	2018	2019
No: of applicants	224	249	278	265
No: of Offers	85	89	124	105
% offers of total applicants	37.95%	35.74%	44.60%	39.62%
No: interviewed	157	162	165	158
% offers of those interviewed	54.14%	54.94%	75%	66.46%



	2016	2017	2018	2019
<b>No: of applicants</b>	224	249	278	265
Female	75 (33.48%)	85 (34.14%)	101 (36.33%)	98 (36.98%)
Male	149 (66.52%)	164 (65.86%)	177 (63.67%)	167 (63.02%)
<b>No: of Offers</b>	85	89	124	105
Female	25	29	49	41
Male	60	60	75	64
<b>% offers of total applicants</b>	37.95%	35.74%	44.60%	39.62%
Female	11.16%	11.65%	17.63%	15.47%
Male	26.79%	24.09%	26.98%	24.15%
<b>% offers of total applicants within gender</b>	N/A	N/A	N/A	N/A
Female	33.33%	34.12%	39.52%	39.05%
Male	40.27%	36.59%	60.48%	60.95%
<b>No: interviewed</b>	157	162	165	158
Female	55	50	64	55
Male	102	112	101	103
<b>% offers of total interviewed</b>	54.14%	54.94%	75%	66.46%
Female	15.92%	17.90%	29.70%	25.95%
Male	38.22%	37.04%	45.30%	40.51%
<b>% offers of those interviewed within gender</b>	N/A	N/A	N/A	N/A
Female	45.45%	58.00%	76.56%	74.55%
Male	58.82%	53.57%	74.26%	62.14%

- Offers were lower in 2019, hence the decrease for both female and male applicants (slightly higher percentage for males)
- From 2016 to 2018 within their gender cohort the probability of being made an offer if female has also increased whereas the males have decreased. In 2019, whilst the probability decreased, it was still higher for the female cohort.

# CONCLUSIONS



Regional bias across any of the tools?

- ▶ There appears to be no regional bias
- ▶ There were no significant differences in selection outcomes across the regions(outcomes were proportionate to region sample size)

Correlations between various tools?

- ▶ Publications and Presentations do differentiate between those who score higher and those who do not and hence those who are made an offer and those ranked in last quartile
- ▶ Rural experience did not adversely affect any region
- ▶ The Interview is the strongest discriminator and provides the most information about a candidates skills, experience and aptitude