University of Birmingham Medicine Admissions
2019-20 Multiple Mini-Interviews

From those who apply, approximately 100 candidates are invited to attend for interview. This selection is based on the information provided on the UCAS application and UCAT results. Interviews are likely to take place in December. There are seven stations, five of which are interview stations, plus two calculation stations.

Interview Stations
Each interview lasts for 6 minutes, with 2 minutes preparation time outside the station to read information relating to that topic. At each station one interviewer will discuss the topics. That person will assess your performance except at the Interactive Task stations where there may be two assessors, who will collaborate in scoring. For some of your stations, an observer may be present but this person will not participate in any aspect of the process.

Please note that, in the MMI format, seven applicants will enter the interview room simultaneously. Your starting station will be assigned at the time of registration after which you rotate around the different stations in order. The format allows you to start afresh at each mini-interview.

A range of your personal attributes relevant to studying medicine will be assessed by means of different tasks. Interview stations are designed to assess aspects such as: motivation for medicine; communication (within different contexts); perspective-taking (empathy); self-insight; ethical reasoning; ability to evaluate information and define priorities.

Calculation Stations
You will have 8 min to complete the task at each of these two stations. You will be asked to undertake simple mathematical calculations involving data that has clinical relevance. The mathematical skills that are being tested are at GCSE level and below. The sophistication of each task is to recognise which piece or pieces of data need to be manipulated at a particular stage and to recognise the precise mathematical approach that needs to be applied. There will be a number of stages in the calculations and to recognise the order in which these are performed is important too.

For any one interview cycle we will select five of the following interview stations:

**Note:** Our station design is under continual evaluation and we may decide to make changes at any point from the end of one interview cycle to the beginning of another. Though the general themes described below are correct, the exact format may change up until the beginning of our process. We will update this guidance if necessary.

Ethics:
This station provides candidates with the opportunity to demonstrate their ability to consider and communicate about ethical issues in a balanced manner. Students are not expected to have any prior clinical knowledge and scenarios used to stimulate discussion will include all of the relevant information necessary in order to make a decision. Students will be assessed on their ability to: analyse the question set with reference to the rights of patients; communicate their ideas, and formulate arguments and counterarguments in an ethically justifiable manner.

Motivation and Insight into Medicine:
You will be asked to discuss specific aspects of your work experience; in particular, those experiences where you had some role in providing care or support to vulnerable individuals. It is expected that you will have also developed an understanding through observation of professional healthcare workers. The type of experience is not important but we will expect you to have gained good insight into professional behaviour and have discovered what qualities are important for good and effective patient management.
Data Interpretation and Communication:
You will be presented with data relating to a patient scenario. You will be expected to show an ability to understand the data and explain it as if to a patient in a clear and comprehensible manner, though this is not a formal role play station. It will be important to ensure numerical accuracy in managing the situation. The discussion with an interviewer will also relate to your understanding of the significance of numerical accuracy in clinical situations.

Interactive Task: Engagement with student:
The interactive task station gives you a chance to show how comfortable and confident you are meeting a new person, and having a short conversation with them; a conversation that will cover issues of substance and there is an overall objective to the discussion. You will be interacting with a 4th or 5th year medicine student who will not be assuming a different role.

You’ll be provided with a brief paragraph to explain the context of the conversation, and then how it runs is up to you.

The station is primarily about communication. One of the core qualities of a good doctor is the ability to communicate well, often with people that s/he has not met before. Also of course when you start university you will need to interact with lots of new peers and staff, so this station focuses on some of the qualities you need for those situations too.

This station is not about testing knowledge, so you can’t ‘revise’ for it. The qualities that the task measures includes things like listening, questioning, engaging and responding appropriately to what another person says.

Dealing with personal and ethical challenges:
You will be provided with a scenario relating to potential challenges faced by doctors. You have the opportunity to demonstrate your understanding of the personal qualities important for coping in a demanding career and also provide an assessment of your own capabilities in dealing with challenge.

Interactive Task: Role Play:
Your skills in communication are important throughout the interview process (especially the other Interactive Task station) but in this station you will be engaging with a trained role player who is also trained in assessment. You are expected to interact with the role player as if the situation is real. The role player will be assuming a specified role. Your skills in establishing an effective rapport whilst dealing effectively with the challenges that will be presented to you will be assessed.

Outcome of interview:
The decision whether an offer is made is based on the interview performance data as well as a score derived from your SJT result from UCAT. A total score will be derived as follows:

<table>
<thead>
<tr>
<th>Component</th>
<th>Contribution to total score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interview station scores</td>
<td>One seventh for each</td>
</tr>
<tr>
<td>Mean score of calculation stations</td>
<td>One seventh</td>
</tr>
<tr>
<td>SJT</td>
<td>One seventh</td>
</tr>
</tbody>
</table>

Therefore, the maximum score for each component will be the same. The following scoring system will be applied to the SJT result:

Band 1 = Maximum
Band 2 = 2/3 of maximum
Band 3 = 1/3 of maximum
Band 4 = 0

We will not re-review academic information in making the decision unless absolutely necessary (e.g. if there are a number of applicants on the same interview score). Applicants will be ranked by the total score and, approximately, the top 50 applicants within this rank will be made an offer, except under the following circumstance:

   It is likely that we will set a minimum performance standard for each station (which will be well below the average score). An applicant who does not reach the minimum standard for one or more stations may not receive an offer irrespective of the overall interview score.

We expect to communicate the majority of decisions by the end of January.

Applicants with Disabilities
If you are invited for interview and your disability means that you would benefit from an adjustment to our interview process, we may be able to accommodate this with our extra time interviews. We have a set number of places for this adjusted process but we have never filled all available places in previous years. We extend all interview timings by 25%. For example, each interview station will allocate 2.5 min reading time and 7.5 min interview time. At the appropriate stage you will be informed of the process for you to follow to receive this adjustment. We must advise that we not offer any other significant adjustments to our process; though we can, of course, make simple adjustments like the colour of the paper and the font for the reading material.

Guidance to prepare for interviews:
Preparation for interview and indeed for study on a medicine programme is aided by engaging in frequent discussions with friends and family about medical issues appearing in the news and media. You should also use your time on work experience effectively by gaining insight into the demands placed on staff, the problems they encounter and the strategies that they employ to handle difficult situations as well as the benefits they obtain from caring for people and working in teams. Within all of this you must evaluate your own capabilities for providing care. Again, opportunities to engage in discussion of these issues must be taken.