

NHS Consultant Interviews

Actual Interview Questions

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Questioner: Professor

1. Can you run me briefly through your training?
2. You come from (foreign country). What sort of things did you achieve while you were training there?
3. How much did you do of (names of various procedures)? NB Looking for good numbers on each of them.
4. What do you think is the relationship between University and Hospital?
5. What is your main area of interest in clinical based research?
6. What is your main area of interest in lab based research?
7. How do you see the Undergraduate training programme developing here?
8. If a nurse comes with a protocol in her hands and says she feels the treatment should be stopped what should you do?
9. If you have a colleague using an old fashioned form of therapy, what would you do? (Follow up) What if he doesn't want to change?

Questioner: Medical Director

10. What sorts of issues have been identified during your assessment?
11. How did you improve these?
12. Governance: In what ways would you ensure that your practice is kept up to date?
13. What is your view on Modernising Medical Careers?
14. How would that affect future trainees?
15. How would you develop a training programme for the new ophthalmology trainees and medical students?
16. Do you think nurses should do cataract surgery?
17. Tell me about the NHS Plan.
18. What are the good points in the NHS Plan (or the bad points)?
19. How would you handle a situation where a colleague is drunk?
20. What would you do if the on-call registrar phoned in sick and it was too late to find a locum?
21. Tell me about your views on private practice.
22. How do you rate yourself compared to the last few Consultants you have worked for?
23. How would you deal with an underperforming colleague?
24. What is the difference between appraisal and assessment?
25. I see you have been on a management course. You have looked around the unit and spoken to the staff. Could you do a SWOT analysis of the unit for me?

26. What makes a good tutor?
27. What qualities would you bring to the post?
28. What do you think of sub-specialisation and how might it affect your practice?
29. What would an anaesthetist who could act as your referee say about you?
30. What is a Caldicott Guardian?
31. What do you understand by?
- a) NICE
 - b) CHI
 - c) NCAAA (Nat. Clin. Assessment Auth)
 - d) MESB (Medical education standards board)
 - e) NPSA (Nat. Patient Safety Agency)
32. As medical director how would you tackle data showing your hospital mortality for acute admissions is 5% above average?
33. What would you do with a consultant colleague planning to work drunk?
34. What did you learn on your management course?
35. What is Clinical Governance?
36. What lessons did you learn from Alder Hey?
37. How would you approach a situation when trying to introduce new practice but you are being blocked by 2 consultant colleagues?
38. What does audit mean to you? How can audit help you personally?
39. What are your weaknesses?
40. If a junior doctor came to you with concerns about a colleague, what would you do?
41. Describe a situation where you and a colleague have disagreed and how this was successfully resolved? What would you have done if you could not have resolved this?
42. What does the Medical Director do?

43. How do you introduce a new treatment? (context was Avastin – you have a cheap unlicensed alternative to an expensive licensed medication)
44. Should you use a cheaper unlicensed medication when there is already a licensed drug?
45. How much does the PCT pay/What is the tariff for intravitreal Lucentis?
46. How is a consultant job plan drawn up?
47. How are you going to make sure that your job plan will allow you to implement your service developments?
48. What is an SPA?
49. With regards to the paediatric NSF, if you suspected a child was abused how do you think you and your staff would detect this?
50. You've talked about new procedures, what does the Trust need to know before they are introduced?
51. How would you respond if you had a bad run of results and your VLAD assessment (a measurement of surgical performance by patient risk vs. mortality) was going off?
52. Have you had any multi-source feedback?
53. Were there any negative points highlighted?
54. What action would you take if you had concerns about a colleague's competence?
55. Under what situation is it mandatory for you to report directly to the GMC?
56. With the Darzi review, and in particular safety and innovation, how in Ophthalmology would you ensure safety?
57. How would you deal with a Critical Incident?
58. What new innovation in Ophthalmology are you aware of?
59. How will (this new innovation) affect training?

60. Why Cardiff?
61. What is your view on patient choice?
62. How will you make sure you meet the targets?
63. How would you promote your subspecialty?
64. How do you support your colleagues in the wider sense?
65. Should non-glaucoma colleagues treat glaucoma?
66. Should allied health professionals do doctors tasks, i.e. check pressures?
67. You have only one line in your CV about undergraduate education- Tell me about your experience with undergraduate education?
68. What do you think about PBL (problem based learning)?
69. What is your experience with grant applications and applications for funding?
70. What are your strengths?
71. How do you feel your training/fellowship will help you set up and run the Medical Retina Service?
72. How do you feel Medical Retina will develop in the next few years?
73. How do you treat wet AMD?
74. Your logbook provides us with numbers of cases. How could you better present this information?
75. What revisions has the EuroSCORE undergone recently and why?
76. How do you think we should be measuring surgical outcomes? Do you know of any models we can follow?
77. How would you improve service provision locally?
78. Tell me about the Darzi Report

79. How would you deal with this clinical case? 78yr old male patient with heart failure and severe aortic regurgitation with previous AVR+CABG, comorbidity includes ITP & chronic renal failure.

80. How will you show your commitment to Obstetrics?

81. What will you be discussing with me in a year's time in your appraisal?

82. Describe an audit you have initiated and how it changed practice.

83. How would I ration clinic slots between new, follow-up and emergency patients?

84. What can you do for this Trust in the future?

85. How many cataracts could you do on a service list?

Questioner: Clinician

86. Importance of Multi Disciplinary Team. What would be the advantages and disadvantages?

87. What are the disadvantages of MDT?

88. What roles do you see yourself having as a trainer?

89. What role for training is there between you and your colleagues?

90. What roles is a new consultant expected to take on and how might they evolve in future?

91. What hidden benefits might there be in your service beyond the clinical service to patients?

92. What skills and experience could you bring here?

93. How would you set up an Oculoplastic service?

94. What challenges would you envisage facing when you set this up?

95. Tell me about the National Eye Care Strategy.

96. How would you cater for a patient with extremely poor vision who came to your clinic for the first time?

97. I am an urologist and acting as your clinical director, what are your views on this?

98. Would you be happy to perform ROP screening?

99. Would you mind being first on call?

Questioner: Lay Chair

100. What are the questions we should have asked you?

101. How would you perform phaco surgery?

102. How would you manage ocular hypertension?

103. Why choose Chesterfield?

104. If the Minister for Health phoned you what one piece of advice would you give him?

105. What are the main differences between being a fellow and a consultant?

106. Which patients do you feel are not suitable for Day case surgery?

107. How would you reduce waiting times?

108. How would you convince a nurse that reducing waiting times is more important than providing high quality service?

109. What changes would you make to the department in the 1st month?

110. If you were in the department for 5yrs what do you envisage the department to be like?

111. How would you organise teaching for the SHOs?

112. In Which area would you prefer to lead the department: Management, Education, Audit?

113. Would you be happy to run a paediatric clinic?

114. How would you ensure a busy single handed local GP is kept up to date with the developments in your hospital dept?

115. What attracts you to Lincoln?

116. Do you have any links with this area?
117. What opinion do your patients have of you?
118. Why do you want to work in Manchester?
119. What qualities do you have that would make you the person we would appoint?
120. You've said that you were a good diplomat. When have you been one at work?
121. What makes you angry?
122. How do you relax?
123. You have given examples of how you have helped improve the patient process for groups of patients. Give some examples of the way you are with individual patients.

Questioner: College/University representative

124. Tell me about your plan for this screening programme and how you plan to cope with the increasing numbers of patient referrals?
125. Tell me about how you plan to develop research in this programme? Tell me about a paper you have read recently in your area that will impact directly on your job?
126. How do you wish to be involved in training? What specifically will you do?
127. National guidelines for your subspecialty. Should they be modified? Tell me about how you would change clinic structures to improve workflows.
128. How would you go about attracting funding?
129. How would you deal with conflict?
130. How will you deal with the different pace of decision-making between your clinical work and dealing with other NHS organisations?
131. Tell me about your understanding of the clinical governance component.

132. I see you take part in helping students at the French Lycee, what does this involve?
133. How can you manage training registrars/SHOs and providing a service in the light of having to meet numbers and targets?
134. Can you take me through your academic achievements?
135. You mentioned macular translocation earlier, do you think this is a cost effective treatment for macular degeneration?
136. How do you supervise your nurse clinics?
137. Take me through your training jobs - starting with your 1st job as an SHO. What did you learn from that?
138. Take me through your training? How many procedures performed?
139. Can you tell me if you are doing obstetrics and in what capacity now as this is a combined job?
140. Did you interview competitively for the St Mary's job- i.e. did you go from a year's clinical fellowship to the subspec post after a competitive interview?
141. Tell me about CME and how do you keep up to date?
142. Which of your audits has changed practice?
143. Which of your research papers are you most proud of?
144. When is your CCT date?
145. What were the highlights of the jobs you did before you started Ophthalmology?
146. Why did I decide on those jobs and what did I learn from them?
147. Are there any questions you would like to ask?
148. How can you confirm that you have achieved the required standards to be a Consultant Cardiac Surgeon?
149. Are you familiar with the Intercollegiate Surgical Curriculum Project? Would you be happy to teach within this framework?

150. Looking at your CV you have done X number of Trabeculectomies, how many do you think you need to do to be a consultant?
151. What is your success rate?
152. Where did you do your training?
153. Where did you receive your best training and why?
154. You went to the University of London. Which college did you go to?
155. Which fellowships did you do?
156. When did you get your CCT?
157. How would you go about setting up an oculoplastic training programme?
158. Talk me through your CV.
159. You have not listed the number of procedures you have done like some of your colleagues do, how much surgical training have you had?
160. Medical students' teaching - do you think this hospital's eye dept has a good method?
161. How can this be improved?
162. Even though this job is not primarily a research job, what research would you be undertaking in the future in this job?
163. The link with the Institute is special - how do you plan to develop this and do research?
164. What research have you done?
165. Tell me about X paper you wrote and how it can be applied to the job?
166. What is the difference between research and audit?
167. Should juniors train other juniors or is it the role of the consultant?
168. What is your view on research for trainees?

169. Why have you written so little?
170. What journal do you read?
171. What is your feeling about inter-professional learning?
172. Do you think that the time given to ophthalmology teaching for the medical students is adequate? What research do you want to do?
173. You have conducted basic science research so are you still interested in this?
174. How did you become interested in glaucoma?
175. How did you become interested in research?
176. Do you think all trainees should do research?
177. How would you teach a trainee to harvest the LIMA? (For CABG)
178. What research do you want to do at Lincoln?
179. What types of research will you do in next five years?
180. Tell me about the research you have done.
181. Do you see yourself continuing to do research?
182. How would you organise teaching of medical students here when clinics are busy?
183. How would you get funding for a project?
184. What research have you set up as a locum?
185. What is your experience of teaching?

Questioner: Consultant

186. Is there anything I found in the pre interview visit that I would like to change or develop?
187. How would I modify the current patient journey?

188. What are my views on joint clinics with other specialities?
189. What are my views on centralised care for ocular tumours especially retinoblastoma
190. What do you understand by the MMC (Modernisation of Medical Careers)?
191. Would this affect the availability of staff for our clinics (workforce adjustments during transition period)?
192. Do you think MMC is a good idea?
193. How have you applied what you learnt during your training in this department?
194. How should we deal with the increasing workload in glaucoma?
195. If you had to choose between 2 glaucoma drugs, which 1 would you choose & why? What would you do if a drug company offered to share with you patient data for research but the glaucoma drug they were selling was not one of the 2 drugs you had chosen to prescribe?
196. What would you do if you received a letter from a patient complaining about a drunken consultant colleague?
197. Where do you see the dept in 5 years time?
198. What do you think about the government's policy about introducing more community based care?
199. How would you handle this issue; faced with appointment breaches?
200. Which 2 of your recommendations would you pick for you to work on straight away?
201. How would the nurse clinics differ from the current nurse practitioner role?
202. Summarise your adnexal career so far.
203. With ASTO fellows often being less surgically experienced than external overseas fellows, do you agree or disagree that they should be given different types of surgery (ASTO does less challenging cases) - will you be resentful that the others are getting more interesting cases than you are?
204. Where do you see yourself in 3-5 years time?

205. If an overseas fellow insists to you that he is not doing clinics and only wants to go to theatres because he is paid much less than you are, how would you handle it?
206. What would you do if you didn't get this fellowship?
207. Tell us about your allied interest in anterior segment?
208. Talk about your surgical experience.
209. How will you improve the paediatric service?
210. What things are important in setting up a new cataract service?
211. What is your personal complication rate- how do you minimise complications when teaching juniors?
212. Tell me about what you know about the national programme for IT?
213. Which particular EPR did I like?
214. How would train juniors in correctly using the system?
215. How do you deal with a trainee that is failing?
216. What I am gaining out of Vancouver fellowship?
217. What can you offer here?
218. How will you contribute to the glaucoma service?
219. How will you keep up to date with two sub-specialties?
220. How do you see this service developing?
221. With the PFI that we are building, how would expect the Ophthalmology Department to be set up?
222. Would you support GPs in a proposal for having a GP led poly clinic (including eye-care) within the hospital premises?
223. How would you ration clinic slots between new, follow-up and emergency patients?

224. Gave me a clinical scenario- essentially this was so I could discuss MDT work and input for complex cases.

Questioner: Director of critical care

225. How would you run the vitreoretinal service if appointed and what changes would you introduce?

226. Talk about funding flows and patient choice.

Questioner: Manager

227. Risk management/Audit

If appointed, what do you think you will come and ask me for in 6 months?

228. What is the correct definition of management?

229. What do you think are the important parts and components of Clinical Governance?

230. Give me some Objectives and Components of Risk Management.

231. The patient satisfaction survey showed poor results in outpatients. How would you improve things in your glaucoma clinic for patients?

232. How are you going to put this department on the map?

233. Are you going to be a leader or a follower?

234. What areas would you like to develop if appointed here?

235. What would you do if you were interested in developing AF surgery here?

236. What is your management style?

237. How would you set up a clinical audit system in this hospital?

238. What do you think about the recent proposals for restructuring the departments with clinicians taking more managerial responsibility? (Darzi)

239. How would you keep GPs informed about new developments in the department?
240. Tell me more about the charity work you mentioned in CV.
241. Is foundation trust status good or bad?
242. What is the role of clinical director?
243. Would I listen to the clinical director or medical director?
244. Where do you see yourself fitting in the future of the department and Trust?
245. Talk about your specialist training in particular Trust.

Questioner: Chief executive

246. How do you see the network between the local hospital working (put pt at centre)
247. What do you think of Foundation status? Will it help us?
248. I believe that successful audit needs electronic patient records. How would you get doctors in a busy time-pressured setting to use e-patient?
249. How would you prepare your department for a visit from CHI?
250. Tell me about performance indicators.
251. How would you improve co-operation between the sites within this trust?
252. How would you deal with a complaint?
253. Who are our competitors?
254. Tell me how the EPR will affect patient care.
255. What do you think of nurse endoscopists?
256. What do you think of Outreach clinics?
257. How would you increase efficiency in the unit?

258. What is the role of consultant within the unit?
259. What do you understand by appraisal/revalidation?
260. Does the GMC have a future?
261. What are your views on the consultant contract? Why was it rejected?
262. What are the main findings of the Kennedy Report (Bristol)?
263. What are the main findings of the Wanless report?
264. Did any good come from the Alder Hey report? What are your hospital's guidelines on performing PMs?
265. How does the complaints procedure work?
266. What do you understand by the Cancer Collaborative?
267. Do you think the criticisms outlined in the recent CHI report are justified?
268. What's your opinion on foundation hospitals/trusts?
269. What problems do you envisage with establishment of Local DTC/ACAD?
270. How do you measure quality in the NHS?
271. If Prime Minister gave you half an hour to tell him how to sort out NHS what would you say?
272. Tell me about the qualities that make an effective consultant? Tell me /give me an e.g. of a role you have played in management.
273. Describe a situation with a patient which you did not manage well and how would you do things differently?
274. What makes a good team?
275. What was the best achievement of my career?
276. If you want to implement change as a result of audit how would tackle resistance from colleagues?
277. What mistake have you made that has stayed in your mind?

278.How do you coordinate the risk management strategy for your department?

279.How would you improve productivity?

Questioner: Patient Representative

280.How do you ensure standards of care for patients whilst trying to meet targets?

281.How do you ensure quality of care in nurse clinics?

282.How do patient contributions translate into better patient services in your department?

283. How do you involve patients in multidisciplinary teams?

Questioner: College Assessor

284.Do you think there are any gaps in your training that need filling?

285.You have not published much in your chosen field - why is this?

286.Take me through your CV.

287.Why did you do research?

288.Why have you not been on a management course?

289.Which of your published papers has given you skills to bring to this job and why?

290.Tell me which are your best 3 papers and why.

291.What makes a good tutor?

292.What are the qualities of a good tutor?

293.Are there any areas of emergency surgery that you are ill-equipped to deal with? What will you do about it?

294.Tell me about screening.

295. Does doing 3 pouches equip you to be a level 3 colorectal surgeon?

Questioner: Surgeon(s)

296. How will the EWTD (European Working Time Directive) affect running this department?

297. What can you bring to improve the clinical service?

298. Tell me about someone who has inspired you.

299. What area of consultant appraisal would you tackle in this department?

300. How do you feel about operating with another consultant?

301. Tell me how you would build a 'team'.

302. How would you deal with it if YOU were under performing?

303. Tell me about a recent stressful event and how you dealt with it.

304. What is the difference between appraisal and assessment?

305. What is EWTD?

306. Do you anticipate setting up joint lists? How would this fit in with service commitment?

307. What patients do you think should be discussed at a Cardiac MDT?

308. What is your approach to operating on patients after NSTEMI?

309. How do you feel about operating on patients on dual anti-platelet therapy?

Questioner: Colleague

310. What technical skills will you bring?

311. How would you organise funding for laparoscopic work/SNS/ABS etc you're proposing to do?

312. How would you integrate medical & surgical gastro services?

313. There is a heavy general ophthalmology component to the job - have you kept up your general ophthalmology?

Questioner: Chairman of the trust

314. A junior approaches you with concerns about a colleague. What would you do?

315. If you were a 'friendly' consultant in the neighbouring tertiary centre, what advice would you give to this department about increasing its market share?

316. What aspect of this trust puts it at an advantage over similar departments in neighbouring trusts?

Questioners: Others

317. How will you manage 5 sessions AD work alongside clinical general practice?

318. How could Dorset become more integrated with the SW deaneries?

319. Do you think it is necessary to be a GP in the role of AD and why?

320. You are enthusiastic with a huge number of ideas, how will you contain this in 5 sessions?

321. Do you think people mean what they write in good-bye leaving cards about you?

322. Tell me about the weaknesses in your leadership style?

323. How do you motivate your team?

324. What happens when a trainer doesn't want to engage in your policies?

325. Give me an example of where your leadership failed or was challenged.

326. Tell me a success you have had in the last 6 months which you feel proud of.

327. Why was it a success?

328. How do you evaluate success?
329. What do you see as the role of the university and research in GP primary care?
330. What IT software packages are you familiar with?
331. Demonstrate an IT skill which you use on a regular basis.
332. What do you know about revalidation?
333. What would you do to keep Licence to practice up to date?
334. If you had £250,000 to spend, what would you purchase?
335. Why has it taken you 7 years to write your MD?
336. How would you manage a woman with a BMI of 50 and stage 2b endometrial cancer?
337. What involvement should the drug industry have in medical education?
338. What was your biggest failing on 360 assessment and how have you remedied it?
339. Give me a clinical example of holistic treatment.
340. How will you decide which cases should be treated here and which at Barts?
341. Summarize your training in ophthalmology. What stage of your training are you at?
342. If you had to develop a teaching programme for undergraduate medical students, how would you go about it?
343. Why have you chosen this subspecialty? Why not retina?
344. How would you deal with clinical duties spilling over into time protected for research?
345. What do you suggest I do if all my time for research is filled with clinical work?
346. How do you measure outcomes in education?

347. Tell me about patient centred care.

348. Give me an example of your leadership outside medicine.

349. What do you understand by PBC?

350. What evidence would you collate for revalidation Recent NICE and CEMACH guidelines/recommendations - and how they would affect my job?

351. How would I set up a high risk antenatal clinic?