


# GP Trainee Recruitment 2025 Guide to Applicants



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This document should be read in conjunction with

[The National Specialist Programme in General Practice Training prospectus](#)

### Section 1: What's new in 2025?

#### Application System- Risr

The Irish College of GPs will be utilising a platform called Risr for the GP Trainee Recruitment process for 2025.

This platform will be used for the following processes:

- ❖ Application A
- ❖ SJT/CPST
- ❖ Application B
- ❖ References
- ❖ Scheme selection
- ❖ GP Training Offers

After completing registration on [Irish College of GPs](#) and payment of the registration fee, a Risr account will be generated for applicants within 24 hours. This account will be the gateway to the recruitment process.

Communication with applicants will in the main be through this platform.

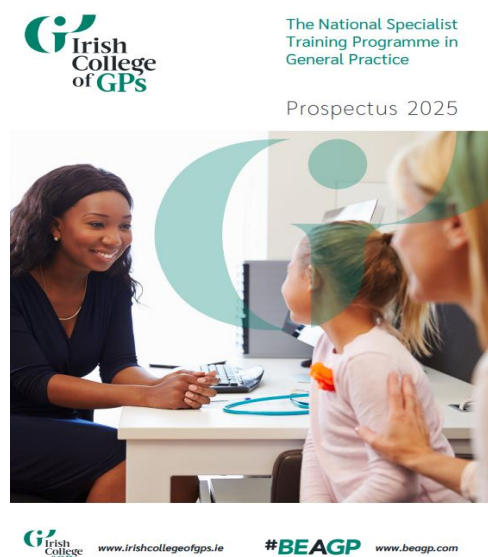
#### Paired Applications

This year, the Irish College of GPs recruitment process will introduce [Paired Applications](#). This allows two applicants to “pair” their application at offers stage.

## Section 2: General Information on the National Specialist Training Programme in General Practice.

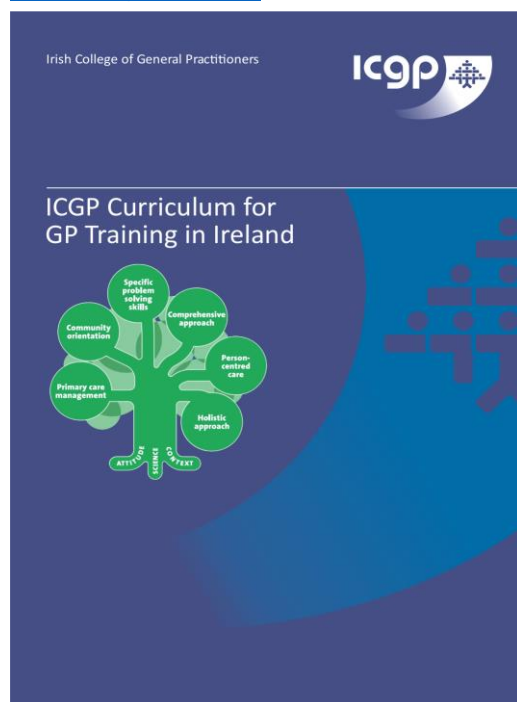
Doctors interested in applying for the 2025 intake of GP trainees are strongly advised to read the National Training Prospectus and the ICGP GP training curriculum in conjunction with this guide.

### [2025 GP Training Prospectus](#)



 [www.irishcollegeofgps.ie](http://www.irishcollegeofgps.ie)  [www.beagp.com](http://www.beagp.com)

### [GP Training Curriculum](#)



## Section 3: Applications & Intake into GP Training

Recruitment to general practice training in Ireland is a competitive process which is managed by the Irish College of GPs. As the number of applicants exceeds the number of training places available, not all applicants will be successful in gaining a place at the first attempt.

The 2025 GP trainee recruitment process will be in three stages:

### **Stage 1:** Application A - [Situational Judgement Test \(SJT\) and Clinical Problem Solving Test \(CPST\)](#)

Interested applicants apply for the online SJT/CPST. The deadline for completed applications is Monday 21st October @17.00pm 2024.

### **Stage 2:** Application B – For applicants that meet the minimum requirements in the SJT/CPST.

This application will open from 20th November – 4<sup>th</sup> December@17.00pm 2024. At this state of the process applicants will be required to provide evidence of:

- i. [HSE English language competency requirements](#)
- ii. [Eligibility for the trainee register of the Irish Medical Council](#)
- iii. Postgraduate, acute hospital-based, clinical experience:

Applicants must have a minimum of nine months paid full-time (or equivalent) postgraduate acute hospital-based clinical experience, either as an intern or SHO, by July 2025. Clinical posts must be of a minimum of three months duration (the only exception is where they are part of a structured intern programme).

**Stage 3:** Applicants who provide the required evidence in stage 2 are invited to interview on 12<sup>th</sup>/13<sup>th</sup> February 2025.

### **Overall Score**

Scores from the SJT/CPST and interview will be combined to give an overall candidate score. Offers of scheme places will be made in rank order of this overall score, taking into consideration the candidate's scheme preference(s) and [HSE policy on the allocation of training places](#).

## GP Trainee Recruitment 2025 – Applicant Guide

In 2024, 1311 applications were received for 350 training places.

A breakdown of the region/scheme intake in 2024 is outlined below. The intake per scheme for 2025 remains unchanged from 2024.

West	
Donegal	13
Sligo	12
Western	36

South	
Cork	24
Mid West	15
South East	24
South West	15



### ICGP Central

#### Key Support Functions

Curriculum & Exams  
Recruitment Placements

Conferences & Events  
Transformation ICT Support

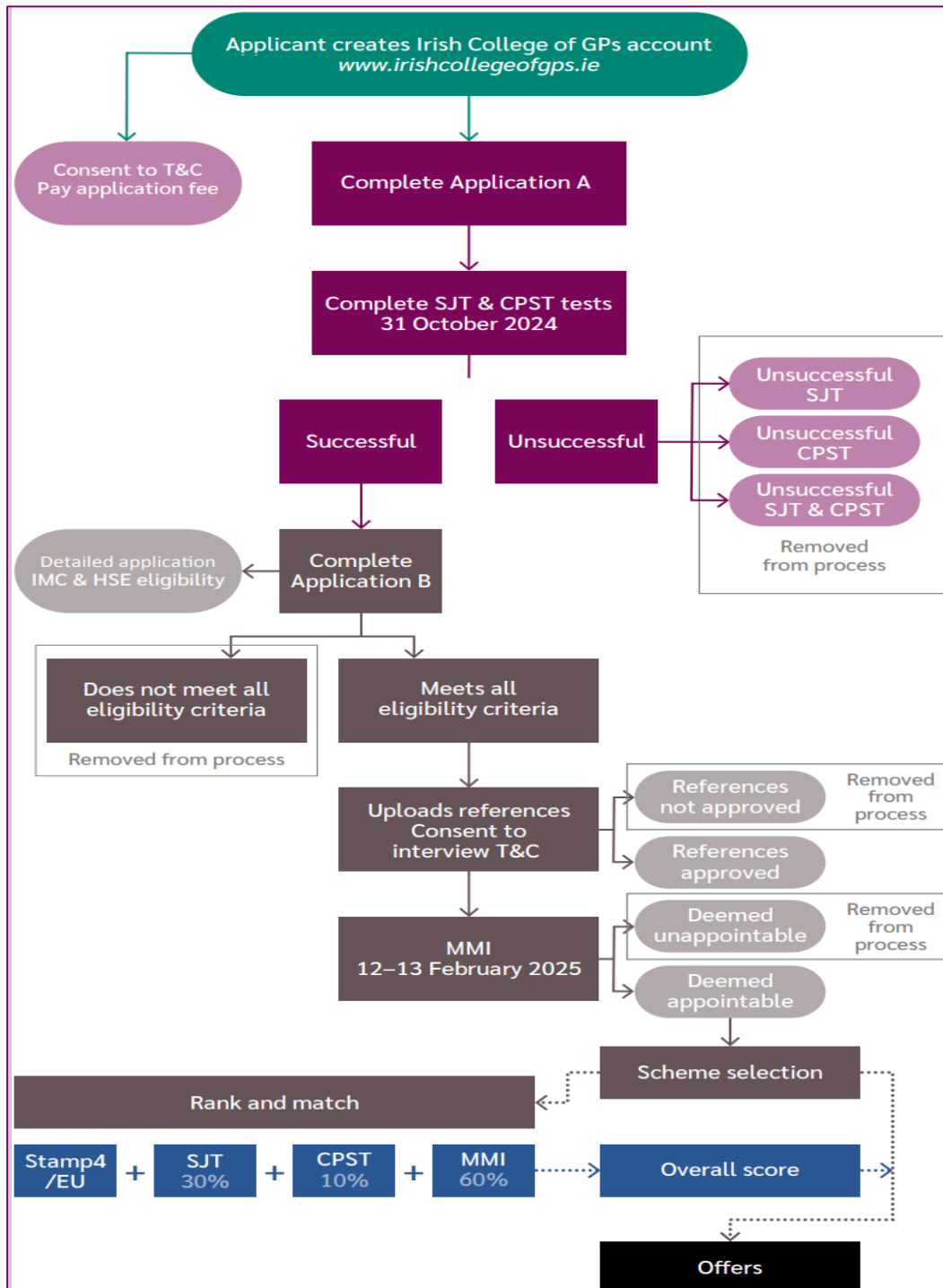
Blended Learning Dev. Training  
Governance

Trainee Welfare

Dublin North Leinster	
North East	27
RCSI	21
North Dublin City	25

Dublin South Leinster	
UCD DML	27
Midlands	17
TCD	27

## Section 4: Recruitment Process



- ❖ There is no deferral of training. Offers made in 2025 are for commencement on 14<sup>th</sup> July 2025.
- ❖ Candidates are not permitted to exchange places/offers with other successful candidates.
- ❖ If a candidate rejects a training offer this does not impact any future applications. If, however, a candidate accepts a training offer and withdraws without a valid reason, having signed the GP trainee agreement, they may be referred to the Irish Medical Council for unprofessional behaviour. This may also impact on the success of future applications.
- ❖ For further information on working as a doctor in Ireland click [here](#).

## Section 5: Eligibility Criteria

Applicants that meet the required standard in the [SJT & CPST](#) tests are required to provide evidence of their eligibility for the trainee specialist register of the Irish Medical Council (IMC) and of HSE English language competency requirements. It is the responsibility of the applicant to ensure that their documentation is up-to-date and meets the criteria below.

1. [Eligibility for the Trainee Specialist Register](#)
2. [HSE English language](#)

### 1. Eligibility for the Trainee Specialist Register (TSR)

Criteria	Required Supporting Documentation to support TSR
A. Doctors who have graduated from an Irish Medical School and have successfully <b>completed</b> their internship in Ireland	<b>Certificate of experience from IMC OR a copy of previous IMC intern registration certificate</b>
B. Doctors who have graduated from an Irish Medical School and <b>will complete</b> their internship in Ireland by July 2025	<b>Certificate of registration</b> from Medical Council indicating intern registration & Irish Medical Degree
C. Doctors who are currently registered with the IMC on the General or Trainee register	<b>Current IMC registration certificate</b>
D. Doctors who were previously registered with the IMC on the General or Trainee register	<b>Previous IMC registration certificate</b>
E. Doctors who have successfully completed their medical Qualification in one of the following countries – Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Latvia, Netherlands, Romania, Spain, Switzerland or Slovak Republic	<b>Medical Degree</b> from one of the listed EU Countries
<b>Applicants that do not meet any of the criteria A - E must contact the IMC directly for confirmation of eligibility for registration in the General Division of the register. The ICGP <u>cannot</u> advise on eligibility outside the parameters as outlined</b>	
F. Applicants that do not meet Criteria A-E e.g. -EU applicants not listed in option E -Non-EU applicants, including UK applicants	<b>Email/letter confirmation from the IMC</b>

[www.medicalcouncil.ie](http://www.medicalcouncil.ie) for further information



**2. HSE English language**

Criteria (Exemptions for IELTS/OET)	Required Supporting Documentation to support ELC
A. Registration with the IMC prior to 1 <sup>st</sup> January 2015	<b>IMC certificate of registration</b> (any division of the register) - dated prior 1 <sup>st</sup> January 2015
B. Completion of medical degree through English in Ireland, UK, Australia, Canada, New Zealand or USA	<b>Copy of Medical Degree</b> from Ireland, UK, Australia, Canada, New Zealand or United States
C. Completion of Irish state leaving certificate <b>or</b> A Levels (UK) and completion of a Medical Degree through English	Copy of Irish state leaving certificate <b>or</b> A Levels (UK) Copy of Medical Degree Confirmation from university that the medical degree was taught/examined solely in English
D. Currently or previously employed as medical doctor by the HSE, whereby IELTS/OET was completed upon entering service to HSE	Copy of IELTS/OET submitted to HSE (this does not have to be dated within 2 years of application but is required to meet the minimum scoring as outlined <a href="#">here</a> . Provision of current/previous HSE employment posts as MD on the application form.
<b>Applicants that do not meet any of the above criteria are required to submit one of the following:</b>	
E. IELTS Certificate–International English Language Testing System	<b>IELTS certificate</b> , dated within 2 years of the application to GP training. Overall score of 7 & min of 6.5 in reading, writing, listening & speaking.
F. OET Certificate –Occupational English Test	<b>OET certificate</b> , dated within 2 years of the application to GP training. Minimum grade of B & min. of B in reading, writing, listening & speaking.

### Section 6: Application Form

The application for GP trainee recruitment is made up of two parts (A & B).

To access Part A, doctors are required to register for an account on [www.icgp.ie](http://www.icgp.ie), click “log in” and follow the steps. Doctors that already have an ICGP account are asked not to re-register for a new account but to follow online instructions on recovering passwords.

Following registration on [www.icgp.ie](http://www.icgp.ie) applicants will be required to pay a non-refundable fee of €75 and consent to the [terms and conditions of application](#).

**The link to complete Application A will be issued within 24 hours.**

#### Application Form Part A

This allows doctors to apply for the SJT & CPST tests. The information required is:

- ❖ Nationality
- ❖ Confirm Current Work Permission in Ireland – *Irish/EU/EEA/British Citizen -work permit not required, Stamp1, Stamp1G, Stamp4, I need a work permit.*
- ❖ Overseas Medical Registration – *if applicable*
- ❖ Country of Graduation
- ❖ Entry level to medical school (*Graduate Entry or Undergraduate*)
- ❖ I am a CAO/HEA graduate\* of Irish Medical School (*Yes/ No*)  
*A CAO/HEA Graduate is defined as a trainee who was entitled to free fees in an Irish Medical School and who accessed the programme through the CAO process. Any student who was required to pay fees to access their degree is not considered a CAO/HEA Graduate.*
- ❖ Current post (*Intern (Ireland), Intern (Other), SHO or Equivalent, Registrar, Consultant, FY1/FY2 (UK), General Practitioner, not currently working, Other (Free text)*)
- ❖ Current interns must insert their expected internship completion date: DD/MM/YYYY **and** Medical School (*TCD, UCD, RCSI, UL, UCC, NUIG, Other (free text)*)
- ❖ Based on medical grounds I will require additional time for the SJT & CPST test (*Yes/ No*)  
*Applicants that indicate Yes must email supporting documentation from a registered medical specialist by Monday 21<sup>st</sup> October.*
- ❖ **SJT/CPST Test Time Preference – 8.45am, 9.15am, 9.45am, 10.15am, 10.45am, 11.15am, 11.45am, 12.15pm, 12.45pm, Any time**

**\*It may not be possible to facilitate all preferences. In cases where there is oversubscription for a particular timeslot there will be random allocation.**

#### Application Form Part B

Applicants that are successful in the SJT & CPST will be invited to complete application B.

The form will be open from 20<sup>th</sup> November – 4<sup>th</sup> December. This application requires more detailed information in relation to hospital experience, qualifications, recognition of prior learning, and the provision of appropriate supporting documentation.

The information requested is listed below. Sections with \* are mandatory

## GP Trainee Recruitment 2025 – Applicant Guide

- ❖ Eligibility Requirements of the Irish Medical Council (IMC) and Health Service Executive (HSE)\*
  - IMC – [Eligibility for the trainee specialist register](#)
  - HSE – [English language competency](#)
  
- ❖ Undergraduate medical qualification\*
  
- ❖ Hospital Experience - details of a minimum of 9 months postgraduate clinical experience (prior to July 2025) \*
  
- ❖ Postgraduate qualifications
  
- ❖ [Recognition of Prior Learning \(RPL\)](#)
  
- ❖ Referees' Names/Contact Details\*
  
- ❖ Declarations\*

### Section 7: Shortlisting Criteria

Shortlisting is based on applicants' performance on a Situational Judgement Test and Clinical Problem-Solving Test. Applicants must also provide details of a minimum level of postgraduate clinical hospital experience.

#### Hospital Experience

Applicants will be required **to have completed a minimum of 9 months paid full time (or equivalent) postgraduate acute hospital-based clinical experience either as an intern or SHO at the time of starting GP training July 2025**. Clinical posts must be a minimum duration of 3 months each (the only exception to this is where they are part of a structured intern programme).

#### Situational Judgement Test (SJT) & Clinical Competency Test (CPST)

The minimum system requirements are:

- ❖ Laptop or desktop (tablets & smart phones are not supported)
- ❖ Latest operating system
- ❖ Latest version of Chrome
- ❖ Stable internet connection (**hot spot connection should not be used**)

Applicants will be required to complete a number of pre-test checks in advance of 31<sup>st</sup> October, the live test date. The checks must be undertaken on the same device & in the same location that applicants will use on test day. An email will be issued to applicants with instructions. The pre-test checks include:

- ❖ Installation of the ProctorExam Chrome extension
- ❖ Internet speed check
- ❖ Camera connection
- ❖ Audio connection

Following completion of the pre-test checks you will be issued with the live exam link- this will only open on 31<sup>st</sup> October at your assigned test commencement time.

#### Situational Judgement Test (SJT)

The SJT will consist of approximately 40 scenarios depicting situations which applicants would be likely to encounter in their work as a hospital doctor. The SJT will assess attributes such as professionalism, empathy, coping with pressure and integrity, and are a measure of pro-social behaviour. They will not measure clinical knowledge. Applicants will be asked to select from a range of options the most appropriate action to take in a given situation. Answer keys will follow two formats, either a ranking option, where the candidate lists in order of appropriateness, from 1 to 5, the options to take to address a situation, or multiple choice i.e. choose three appropriate options to take from a list of eight.

Scoring of the SJT assesses attitudes which best align to the work of a General Practitioner. As applicant numbers exceed the number of training places in any given year your score in the SJT will be used to shortlist those who progress to interview. SJT scores will also be carried forward to final ranking and assignment of training places.

Example of Ranking Item

Rank 5 options in response to the situation, based on appropriateness of actions. Appropriate when the correct response is one discrete action.

<p>You are an intern/SHO working in a hospital. Your supervisor gives you some feedback from an educational appraisal, which notes that you are good clinically. However, there have been reports that you do not always communicate clearly with patients and that the nurses have found you to be unclear with your instructions. You have not been made aware of this problem.</p>	
<p>Rank in order of appropriateness the following actions to take in response to this situation (1= Most appropriate; 5= Least appropriate).</p>	
A	Check with your supervisor whether there has been a misunderstanding as you were not aware of any problems.
B	Arrange to meet with one of the senior nurses to ask her to explain the nurses' concerns in more detail.
C	Tell your supervisor that you will reflect on the feedback to see if you can identify ways to improve.
D	Ask the nursing staff to come to you directly if they continue to experience problems with your communication style so that you can address it promptly.
E	Apologise to your supervisor and the nursing staff.

Correct answer: CDBEA

Example- Multiple Choice

Choose **three** appropriate options to take from a list of eight.

<p>You are an intern/SHO working in a hospital, and you have recently undertaken several tasks that you are not familiar with. While doing so, you have made several minor mistakes, which you have admitted to and have been resolved. A fellow colleague intern/SHO, rudely tells you that you are not competent enough to be an intern/SHO.</p>	
<p>Choose the <b>THREE most appropriate</b> actions to take in this situation.</p>	
A	Ask to leave the hospital so that you can go home.
B	Ask a senior colleague for advice on how you can improve your performance.
C	Ask a fellow intern/SHO for feedback on your general performance.
D	Reflect on whether your approach to new tasks can be adapted.
E	Ask your colleague why he is being rude.
F	Speak to your supervisor about the feedback that you have received.
G	Ask a member of staff to supervise you the next time you complete a new task.
H	Avoid completing new tasks in the future.

Correct answer: BDF

### Clinical Problem-Solving Test (CPST)

The CPST will assess candidates' clinical knowledge and will take approximately 60 minutes. It must be completed online in a single session, following the SJT. An optional break will be possible between the SJT and CPST. The CPST will consist of approximately 50 single best answer (SBA) questions, describing common clinical presentations that a recently qualified doctor might encounter in the hospital setting.

The questions will explore candidates' ability to diagnose, investigate and manage these presentations. Applicants will be required to select the single most appropriate of five possible responses to each situation.

Please see below for a sample question.

<b>A 20-year-old man presents to the emergency department with a one-hour history of rash, itch, swelling of lips and tongue and wheeze. Symptoms began within minutes of receiving a Covid booster vaccine. Systolic blood pressure is 90 mmHg. Pulse is 100 per minute and weak.</b>	
<b>The most important drug to administer in this situation is:</b>	
<b>A</b>	Hydrocortisone
<b>B</b>	Chlorphenamine
<b>C</b>	Salbutamol
<b>D</b>	Atropine
<b>E</b>	Adrenaline

The purpose of the CPST is to ensure that the public is protected from practitioners not clinically competent to occupy training posts, whilst ensuring that the bar is not so high that it excludes those who do have the necessary knowledge and skills from being able to commence training. The standard of achievement expected will be that of a current intern.

The ICGP will use a criterion-referenced method of determining the pass mark for the CPST (Angoff method). Applicants who do not attain the required standard will not be shortlisted. CPST scores will contribute towards final ranking and assignment of training places.

Shortlisting scores are applicable only to the year in which the tests are taken and cannot be carried forward to subsequent years.

## Section 8: Validation, Consent & Reference Process

Applicants invited to interview will be required to complete an online validation and consent process in advance of interview. This is a mandatory process whereby applicants will be required to upload their completed references and to consent to the terms & conditions of interview.

- ❖ Consent to terms & conditions of the online interview
- ❖ Consent to declaration and where relevant upload additional documentation
- ❖ Upload 2 fully completed [BST references](#)

Candidates are required to have their references completed and ready to be submitted by the first week, January 2025.

## Section 9: Interviews

Online interviews will take place on **Wednesday 12<sup>th</sup> & Thursday 13<sup>th</sup> February 2025.**

**Allocation to interview panels:** Candidates who complete the online validation & consent process will be randomly allocated to an interview panel. Interview date, time & interview link will be issued the week prior to interviews. On receipt of this the candidate will be asked to confirm attendance.

### Interview Content:

The core domains of competency for general practice will be assessed at interview. You will also be expected to have knowledge regarding the role and work of a General Practitioner. Much of the interview will be based on your responses to brief scenarios describing situations which you are likely to encounter in your current and recent posts.

Interviews this year will be in the multiple mini-interview (MMI) format. This will consist of a succession of short (5-10 minute) independent interviews, with a single interviewer and an observer. There will be seven mini-interviews, each covering a different competency.

One of the questions will involve role play.

### Core Domains of Competency for General Practice

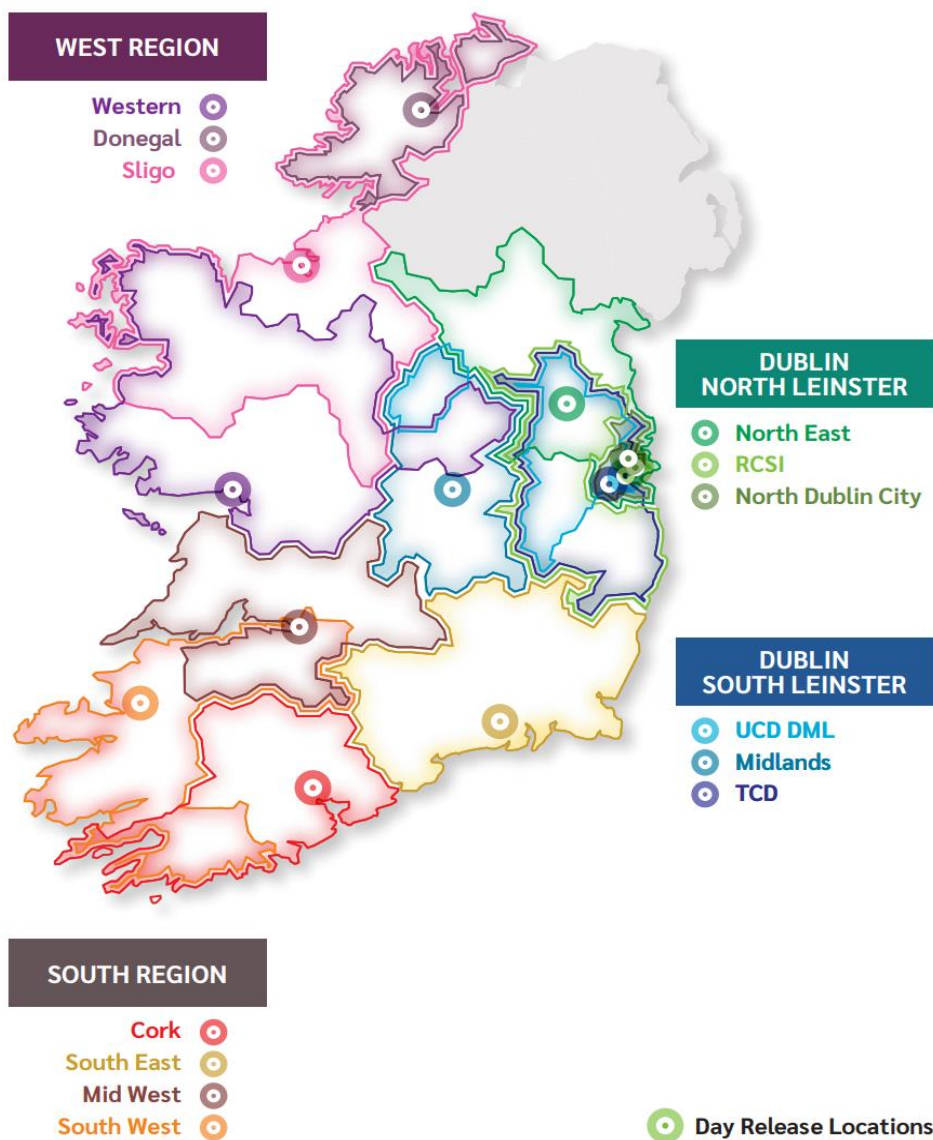


Patterson, F., Tavabie, A., Denney, M., Kerrin, M., Ashworth, V., Koczwara, A. and MacLeod, S., 2013. A new competency model for general practice: implications for selection, training and careers. *Brit J Gen Pract*

## Section 10: Scheme Selection

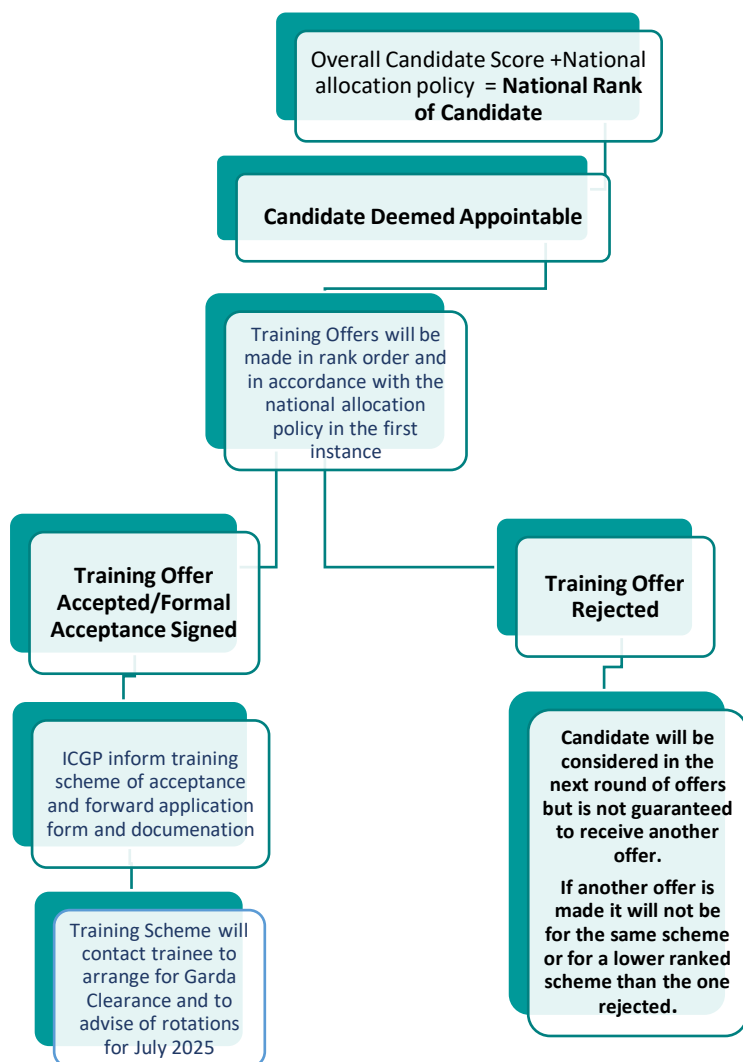
Candidates deemed appointable at interview will be invited to make their scheme selection and can select all thirteen schemes but are asked to select only schemes that they are genuinely interested in and would accept, if an offer was made. The map outlines the day release locations for each of the schemes across the country.

The year “[paired applications](#)” are being offered to pairs of candidates that would like their applications paired at offers stage.





## Section 11: Offers Process



- ❖ No deferrals to training places will be permitted in 2025.
- ❖ Training place swaps are not permitted as part of the recruitment process.
- ❖ If candidates are tied across all scores and scheme selection a random process for making offers to these candidates will be introduced.
- ❖ Paired applicants are required to comply with the [terms and conditions](#) of pairing.

## Section 11: Recognition of Prior Learning (RPL)

[Recognition of Prior Learning](#) is open to applicants that will have certification of completion of BST training in Medicine, Emergency Medicine or Paediatrics and have passed the appropriate examination.

The RPL requirements for each category are as follows:

<b>RPL Medicine</b> Up to 1 Year Recognition	<ul style="list-style-type: none"><li>• Hold a Certificate of Completion of Core Specialist Training (CSCST) in Basic Specialist Training in <b>Medicine</b> with the Royal College of Physician of Ireland (RCPI) <b>and</b></li><li>• Completed all appropriate assessments (MRCPI Examinations Part I &amp; Part II - Written &amp; Clinical by 21st March 2025</li></ul>
<b>RPL Emergency Medicine</b> Up to 1 Year Recognition	<ul style="list-style-type: none"><li>• Hold a CSCST in <b>Emergency Medicine</b> with the Royal College of Surgeons <b>and</b></li><li>• Completed all appropriate assessments (MRCEM Primary, MRCEM Intermediate SBA and MRCEM OSCE 21st March 2025</li></ul>
<b>RPL Paediatrics</b> Up to 1 Year Recognition	<ul style="list-style-type: none"><li>• Hold a CSCST in Basic Specialist Training in <b>Paediatrics</b> with the Royal College of Physician Ireland (RCPI) <b>and</b></li><li>• Completed all appropriate assessments (MRCPI Examinations Part I &amp; Part II - Written &amp; Clinical by 21st March 2025</li></ul>

- ❖ BST trainees currently in year 2 of training can apply for RPL but must submit all required examination results by 21<sup>st</sup> March 2025.
- ❖ RPL application does not automatically confer eligibility for a right to either RPL or a place on a GP Training Programme.
- ❖ **RPL offers will be made based on training scheme' availability to accommodate RPL and on candidate rank.**
- ❖ All RPL decisions are final and are not open to appeal.



## Section 12: Key Dates

2024	
7 <sup>th</sup> October	Application (Part A) - registration for SJT/CPST <u>OPEN</u>
10 <sup>th</sup> October	Application & Information Webinar 6pm
21 <sup>st</sup> October	Application (Part A) - registration for SJT/CPST <u>CLOSE</u> (10am)
31 <sup>st</sup> October	<b>SJT &amp; CPST Test</b>
20 <sup>th</sup> November	Notification to applicants of SJT & CPST outcome Applicants that meet the standard required in both tests will be required to complete Application (Part B)
4 <sup>th</sup> December	Application (Part B) <u>Close</u>
16 <sup>th</sup> December	Notification to applicants of eligibility review Applicants that meet the eligibility criteria will be required to upload references and consent to the interview process.
2025	
6 <sup>th</sup> January	Platform for reference upload <u>close</u>
12 <sup>th</sup> & 13 <sup>th</sup> February	MMI - Interviews (online)
21 <sup>st</sup> – 24 <sup>th</sup> February	Scheme preference selection
5 <sup>th</sup> March	First round offers (further rounds of offers will be made until all places are filled)
11 <sup>th</sup> July	GP training induction session
14 <sup>th</sup> July	GP training commences



## Section 13: Helpful Tips

- ❖ Review all information on [https://www.icgp.ie/go/become\\_a\\_gp/gp\\_trainee\\_recruitment](https://www.icgp.ie/go/become_a_gp/gp_trainee_recruitment)
- ❖ Talk to current/recently graduated trainees and review the real-life stories on [www.beagp.com](http://www.beagp.com)
- ❖ Attend the ICGP Application & Information Webinar on 10<sup>th</sup> October - to register [click here](#)
- ❖ Check you have included all relevant documents before submitting your application
- ❖ Do not leave it to the last minute to complete/submit your application!

Please contact [gptraining@icgp.ie](mailto:gptraining@icgp.ie) if you have any queries **following review of information available.**



Make a Real Difference



Make a Real Difference



Make a Real Difference

