Description of additional data files
File name: Supplementary File

File format: Microsoft Word 2010

Title of data:

- Supplementary Table S1. Satisfactory and unsatisfactory outcomes in ARCP

- Supplementary Table S2. Summary of the scores from psychometric tests, weighted assessment centre, selection centre, and total recruitment scores for public health registrars recruited into specialty training from 2009 to 2012.

- Supplementary Table S3. Association of age, sex, ethnicity, and professional background with the recruitment components and training outcome variables among the cohort of registrars recruited into public health specialty training, 2009-2012.

Supplementary file

Table S1. Satisfactory and unsatisfactory outcomes in ARCP

"Satisfactory" Outcomes	"Unsatisfactory" Outcomes
ARCP Outcome 1 – Achieving progress and development of competences at the expected rate.	**ARCP Outcome 2** – Development of specific competences required – additional training time not required.
ARCP Outcome 6 – will be recommended as having completed the training programme and for award of a CCT or CESR/CEGPR.	**ARCP Outcome 3** - Inadequate progress - additional training time required.
ARCP Outcome 8 – Out of programme for research, approved clinical training or a career break (OOPR/OOPT/OOPC).	**ARCP Outcome 4** - Released from training programme with or without specified competences.
	ARCP Outcome 5 - Incomplete evidence presented - additional training time may be required.
Source: Conference Of Postgraduate Medical Deans (UK). *A Reference Guide for Postgraduate Specialty Training in the UK*. The Gold Guide. Fifth Edition Version: GG5. MAY2014.	

Table S2. Summary of the scores from psychometric tests, weighted assessment centre, selection centre, and total recruitment scores for public health registrars recruited into specialty training from 2009 to 2012.

Predictor variable	Number of registrars	Mean (Standard deviation)	Median	Range
RANRA	274	56 (7)	56	39-75
WGCT	274	59 (6)	59	41-75
SJT *	123	58(4)	58	48-67
AC score	274	57(6)	57	44-75
SC score	274	58(5)	58	47-71
TR score	274	58(4)	58	48-61

* 2011 onwards

Table S3. Association of age, sex, ethnicity, and professional background with the recruitment components and training outcome variables among the cohort of registrars recruited into public health specialty training, 2009-2012

	Age			Sex			Ethnicity			Professional background		
	N (%)	N (%)		N (%)	N (%)		N (%)	N (%)		N (%)	N (%)	
	≤30 years	≥31 years	p-value	Male	Female	p-value	White /British	Non-White	p-value	Medical	Other	p-value
Predictor variables												
RANRA			0.26			0.09			0.65			**0.01**
RANRA < 56	57 (45)	75 (52)		30 (41)	102 (52)		108 (49)	19 (53)		39 (39)	93 (55)	
RANRA ≥ 56	69 (55)	69 (48)		44 (59)	94 (48)		114 (51)	17 (47)		61 (61)	77 (45)	
WGCT			0.05			**0.01**			0.97			**0.01**
WGCT < 59	50 (40)	74 (51)		24 (32)	100 (51)		104 (47)	17 (47)		35 (35)	89 (52)	
WGCT ≥ 59	76 (60)	70 (49)		50 (68)	96 (49)		118 (53)	19 (53)		65 (65)	81 (48)	
SJT ǂ			0.99			0.16			0.14			0.13
SJT < 58	23 (44)	30 (44)		13 (35)	41 (49)		41 (41)	7 (64)		38 (49)	15 (35)	
SJT ≥ 58	29 (56)	38 (56)		24 (65)	43 (51)		60 (59)	4 (36)		39 (51)	28 (65)	
SC			0.23			0.12			0.88			0.07
SC < 58	56 (44)	74 (51)		41 (55)	88 (45)		104 (47)	18 (50)		89 (52)	41 (41)	
SC ≥ 58	70 (56)	70 (51)		33 (45)	108 (55)		118 (53)	18 (50)		81 (48)	59 (59)	
Outcome variable												
Part A first attempt			**0.03**			0.33			0.24			0.08
Pass	72 (65)	64 (51)		36 (53)	100 (60)		116 (59)	16 (48)		55 (65)	81 (54)	
Fail	38 (35)	61 (49)		32 (47)	67 (40)		79 (41)	17 (52)		29 (35)	70 (46)	
Part B first attempt			0.18			0.17			**<0.01**			0.96
Pass	79 (87)	89 (93)		52 (95)	115 (88)		144 (92)	18 (72)		54 (90)	114 (90)	
Fail	12 (13)	7 (7)		3 (5)	16 (12)		12 (8)	7 (28)		6 (10)	13 (10)	
ARCP outcomes			0.05			0.31			0.55			0.77
Satisfactory	84 (90)	94 (80)		49 (80)	128 (86)		151 (85)	21 (81)		12 (16)	20 (15)	
Not satisfactory	9 (10)	23 (10)		12 (20)	21 (14)		26 (15)	5 (19)		62 (84)	116 (85)	

P-value derived from chi-squared test