On Thursday, Charlotte sent me an anonymised Excel file containing candidate SJT scores, decile ranking and Additional Points for the most recent cohort. The first step was to sort the data by application status and remove all those who had 'Applied Withdrawn', 'Withdrawn after Verification' or 'Applied Withdrawn - applicant accepted another post'.

This gave me 7439 candidates, which I ranked from highest Total Score (SJT score plus decile rank score plus Educational Achievements) to Lowest.

Then I calculated the score without the EA points (SJT plus decile rank score), and re-ranked.

I then calculated the 'change in rank' following the re-ranking process.

I found that 3205 candidates (43%) had gone up in rank, 6 stayed the same, and 4227 candidates (57%) had gone down in ranking. This contrasts markedly to the values previously circulated which stated, :

> "If the rankings had been generated for the 2020 allocation based on a total FP score that included the academic decile and the SJT score alone, 5,203 (73.15%) applicants would have been given a higher ranking overall and 1,908 (26.82%) would have been given a lower ranking overall. A total of 2 applicants would have received the same rank".

I also made a scatter plot of EA Points (on the x axis) against change in rank (y axis). This shows that the disadvantage suffered by candidates after removal of the additional points is proportional to the number of points they had, with candidates with the most EA points suffering most, as might be expected.
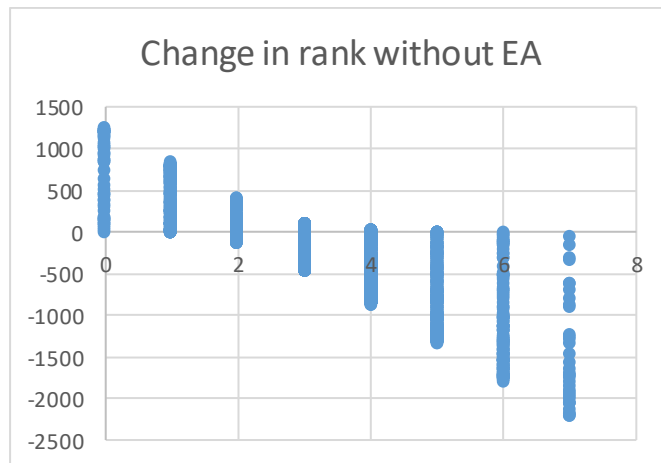
It is very interesting that those candidates with 1 or 2 EA points are the one who rise in the ranking after these are removed. The data doesn't allow me to distinguish whether these are candidates without a 'higher level' degree or 'no degree and 1 or 2 publications'. This would be an interesting analysis. I'll look further into the data I have: there may be more to be gleaned.

John C. McLachlan

13th April, 2020.