



E-TRAY: IMPLEMENTATION AND OUTCOMES

**Phil Wilson – Chief
Psychologist/Assessor**



Civil Service Fast Stream

Every Career. Any Discipline.



**Digital &
Technology**

2:1

**Government
Communication
Service 2:1**

Generalist 2:2

Central Departments
Diplomatic Service
Houses of Parliament
Science and Engineering*

**Commercial
2:2**

Finance 2:1

European 2:2

Analytical

2:1

Economist
Operational Research
Statistician
Social Research

Project

Delivery 2:2

Human Resources 2:2



Civil Service Fast Stream

Competencies



Application timeline

1 Online self-assessment tests 7 DAYS



2 Online practice tests 7 DAYS

T1 55% T2 71% T3 100%



3 Online selection tests 7 DAYS



4 Options selection & Online application form 7 DAYS



5 Analytical specialist assessment 0.5 DAYS

Round 1 October–November Round 2 June

Economist
Operational Researcher
Social Researcher
Statistician



6 Online E-Tray 14 DAYS



7 One-day Fast Stream assessment centre 1 DAY

Round 1 December–March FFS Round 2 July



8 Final selection board

February–April

Diplomatic Service
Houses of Parliament
Digital and Technology
Government Communication Service
Science and Engineering
European (sift)



Civil Service Fast Stream

e-Tray

The screenshot displays the eTray Work Sample Exercise interface. On the left, a sidebar shows 'Mail and information folders' including 'Inbox', 'Department of Sport', 'Stadium Site', 'Press Cuttings & Research', and 'Written Exercise (locked)'. Below this is a 'Help' section with 'Instructions' and 'Tutorial' links. The main area is titled 'Fast Stream Online Inbox Exercise' and 'Exercise in Progress'. It shows an 'Inbox' table with columns for 'Status' and 'From'. The selected message is from 'Pat Chambers - Project Manager' with the subject 'Public transport planning'. The message content is: 'I am writing to DoS to highlight what appears to be a potential oversight on your part in terms of public transport planning for the new stadium. I understand from some of my colleagues in local government that the city's current peak public transport capacity is about 25,000 visitors per hour. Should the stadium be built in Ballington, and peak public transport capacity be doubled, Ballington will still not be able to cope with the vast influx of spectators expected for major athletics or sports events. What is the DoS view on this potentially alarming prospect?'. Below the message is a section titled 'Indicate your response to this message:' with radio buttons for 'Most' and 'Least' preference. The response options are: 'Say that with Ballington's existing peak public transport capacity, provision for an extra 15,000 visitors per hour should be sufficient to cope with all events held at the stadium.', 'Agree with the MP's concern, but confirm that additional peak public transport capacity of 25,000 visitors per hour will indeed be added should the stadium be built in Ballington.', 'Acknowledge the MP's concern but explain that a peak public transport capacity of 50,000 visitors per hour will be adequate and is part of the specification for the Stadium.', and 'Agree with the MP and say that any calculations made for peak public transport capacity will take account of his concerns.' The interface includes 'Submit' and 'Close' buttons at the bottom right.

eTray Work Sample Exercise

Fast Stream Online Inbox Exercise

Exercise in Progress

Mail and information folders

- Inbox
- Department of Sport
- Stadium Site
- Press Cuttings & Research
- Written Exercise (locked)

Help

- Instructions
- Tutorial

Inbox

Status	From
Action	June Proudfoot
Action	Pat Chambers
Action	Pat Chambers - Project Manager
Action	Pat Chambers - Project Manager
Action	Dan Parker - Department of Sport
Action	George Davidson
Action	Richard Croft, University of Ballington
Action	Pat Chambers - Project Manager

Public transport planning - Message

From: Pat Chambers – Project Manager Date sent: 01/03/2009 08:50
To: Dan Test6 Status: Action required
Subject: Public transport planning

I am writing to DoS to highlight what appears to be a potential oversight on your part in terms of public transport planning for the new stadium. I understand from some of my colleagues in local government that the city's current peak public transport capacity is about 25,000 visitors per hour. Should the stadium be built in Ballington, and peak public transport capacity be doubled, Ballington will still not be able to cope with the vast influx of spectators expected for major athletics or sports events. What is the DoS view on this potentially alarming prospect?

Indicate your response to this message:

Most Least

- Say that with Ballington's existing peak public transport capacity, provision for an extra 15,000 visitors per hour should be sufficient to cope with all events held at the stadium.
- Agree with the MP's concern, but confirm that additional peak public transport capacity of 25,000 visitors per hour will indeed be added should the stadium be built in Ballington.
- Acknowledge the MP's concern but explain that a peak public transport capacity of 50,000 visitors per hour will be adequate and is part of the specification for the Stadium.
- Agree with the MP and say that any calculations made for peak public transport capacity will take account of his concerns.

Submit Close

Overview of e-Tray

- **Email task** - measures capacity to respond to realistic workplace issues, formatted in a series of emails against a number of key areas within the Civil Service Competency Framework.
- **Briefing task** - requires you to provide a written management brief and also deliver innovative solutions against the scenario. Areas assessed are again from the Civil Service Competency Framework.



Structure of e-Tray

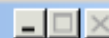
- **Task 1:** Review a series of information documents , presented in on-screen folders, that provide exercise background (20 minutes)
- **Task 2:** Read and respond to 24 e-mails. Each e-mail message will include a list of possible actions against message. Select most and least appropriate actions.
- Judgement based on information in e-mail and other relevant information (60 minutes)
- **Task 3:** Draft a detailed free text e-mail response to a request. All information require will be on computer screen (60 minutes)



Nature of e-Tray

- A dynamic exercise: starts with 8 emails; 16 more emails received during Part 1 of the exercise
- Aims to simulate a realistic work scenario
- Annually refreshed – developed with SMEs – trialled extensively
- Open access practice version








Fast Stream Online Inbox Exercise



Exercise in Progress

Time remaining: 13:16

Mail and information folders

-  Inbox (locked)
-  Department of Sport
-  Stadium Site
-  Press Cuttings & Research
-  Written Exercise (locked)

Help

-  Instructions
-  Tutorial

Department of Sport

Subject

Overview of the National Stadium Initiative

National Stadium Initiative Project Team

"Joined Up Government"

Fast Stream Online Inbox Exercise

Exercise in Progress

Time remaining: 47:29

Mail and information folders

- Inbox
- Department of Sport
- Stadium Site
- Press Cuttings & Research
- Written Exercise (locked)

Help

- Instructions
- Tutorial


Inbox

	Status	From	Subject	Date Sent
	Action	June Proudfoot, Chair of Ce	Local consultation	01/03/2009 08:57
	Action	Pat Chambers - Project Man	Economic benefits during stadium bu	01/03/2009 08:55
	Action	Pat Chambers – Project Manage	Public transport planning	01/03/2009 08:50
	Action	Pat Chambers - Project Manage	Disabled sports groups	01/03/2009 08:46
	Action	Dan Parker - Department for the	Environmental issues associated with stac	01/03/2009 08:42
	Action	George Davidson, Mayor of Ald	Stadium sponsorship opportunity	01/03/2009 08:35
	Action	Richard Croft, UK Represent	EU grant schemes	01/03/2009 08:23
	Action	Pat Chambers - Project Manage	Criteria for stadium location	01/03/2009 08:15



Fast Stream Online Inbox Exercise

Exercise in Progress




Mail and information folders

-  Inbox
-  Department of Sport
-  Stadium Site
-  Press Cuttings & Research
-  Written Exercise (locked)

Help

-  Instructions
-  Tutorial

Inbox

Status	From
 Action	June Proudfoot
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Indicate your response to this message:

- Most Least
- Say that with Ballington's existing peak public transport capacity, provision for an extra 15,000 visitors per hour should be sufficient to cope with all events held at the stadium.
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 - Agree with the MP and say that any calculations made for peak public transport capacity will take account of his concerns.

Submit Close

Moving on-line...



Civil Service Fast Stream

Dimensions – emails

Changing and
Improving

Making Effective
Decisions

Collaborating and
Partnering

Managing a
Quality
Service/Delivering
at Pace



Specific elements

Collaborating and Partnering

- **Builds trust in relationships by sharing information and knowledge**
- **Shows an understanding of the situations, motives and concerns of others**



Dimensions – written exercise

Changing and
Improving

Making
Effective
Decisions

Leading and
Communicating



Score grid

	e-Tray Written	Policy Recommendation	Group Exercise, Written Task and Self-Review	Leadership Exercise and Self-Review	Interview	Average Score
Seeing the Big Picture/Changing and Improving	3.33	2.50		2.17		2.67
Making Effective Decisions	3.50	3.00	2.67			3.06
Leading and Communicating	3.17	3.00	2.67	2.67		2.88
Collaborating and Partnering/Building Capability for All			2.75	2.13	3.13	2.67
Managing a Quality Service/Delivering at Pace				2.67	3.25	2.96
Delivering Value for Money/Achieving Commercial Outcomes		3.00	1.83			2.42
Exercise Average	3.33	2.88	2.48	2.41	3.19	
Final Board Mark						16.66

Metrics

FSAC correlation
with work
performance
0.51**

Correlation with
FSAC 0.21**

Withdrawing
during e-Tray
0.87%



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Annual trends

Assessment	Corr. with FSAC overall score (2013)	Corr. with FSAC overall score (2012)	Corr. with FSAC overall score (2011)	Corr. with FSAC overall score (2010)	Corr. with FSAC overall score (2009)	Corr. with FSAC overall score (2008)	Corr. with FSAC overall score (2007)
e-Tray	0.21**	0.20**	0.32**	0.23**	0.17**	0.22**	0.26**



GFS Pass Marks

Total number of candidates	1521		Number invited to next stage				Adverse Impact between candidates with and without adjustments	1.00	Pass (No Adj & Adj) and 1st preference	378
			Band	No Adjustments	Adjustments	Total				
	Green	Amber	Green	341	73	414	Projected Numbers			
No adjustments cut score	220.00	200.00	Amber	479	81	560	Estimated number complete E-tray	3556		
Adjustments cut score	220.00	200.00	Red	433	114	547	Number at FSAC	968		

Candidates without adjustments														
Overall pass rate	Number passing	Number failing	Male pass rate	Female pass rate	Gender AI	Non-BME candidates pass rate	BME candidates pass rate	Ethnicity AI	Oxbridge pass rate	Non-Oxbridge candidate pass rate	Oxbridge AI	High SES pass rate	Low SES Pass rate	SES AI
27.21%	341	912	27.15%	27.08%	1.00	26.98%	27.08%	1.00	33.62%	25.74%	0.77	27.59%	26.50%	0.96

Candidates with adjustments														
Overall pass rate	Number passing	Number failing	Male pass rate	Female pass rate	Gender AI	Non-BME candidates pass rate	BME candidates pass rate	Ethnicity AI	Oxbridge pass rate	Non-Oxbridge candidate pass rate	Oxbridge AI	High SES pass rate	Low SES Pass rate	SES AI
27.24%	73	195	26.56%	27.34%	1.03	29.05%	19.57%	0.67	30.77%	26.86%	0.87	30.82%	22.02%	0.71

All candidates														
Overall pass rate	Number passing	Number failing	Male pass rate	Female pass rate	Gender AI	Non-BME candidates pass rate	BME candidates pass rate	Ethnicity AI	Oxbridge pass rate	Non-Oxbridge candidate pass rate	Oxbridge AI	High SES pass rate	Low SES Pass rate	SES AI
27.22%	414	1107	27.05%	27.13%	1.00	27.32%	25.26%	0.92	33.33%	25.95%	0.78	28.12%	25.60%	0.91



Item analysis

Code	Competency	Males					Females					Effect Size	T-Test Level of significance
		N	Min	Max	Mean	SD	N	Min	Max	Mean	SD		
DFR_Raw	Managing a Quality Service/Delivering at Pace	21	9	23	16.95	4.06	21	9	22	17.43	3.54	-0.125	ns
DM_Raw	Making Effective Decisions	21	8	22	16.24	3.78	21	8	21	15.05	3.60	0.323	ns
BPR_Raw	Collaborating and Partnering/Building Capability for All	21	13	24	18.67	3.48	21	13	23	17.90	2.59	0.251	ns
CT_Raw	Seeing the Big Picture/Changing and Improving	21	8	24	16.33	4.46	21	12	22	16.76	2.72	-0.119	ns
Totalscore	Total Score	21	43	92	68.19	12.39	21	49	81	67.14	8.73	0.099	ns



Thank you

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www.gov.uk/faststream



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