Foundation Programme Annual Report 2014

UK Summary

Report No. 6
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EXECUTIVE SUMMARY

The UKFPO has produced the Foundation Programme Annual Report since 2009. All 25 foundation schools submitted a return in 2014, with all schools providing data for each section of the report apart from tasters. The UKFPO recognises the enormous amount of work done by LETBs/deaneries and foundation schools to improve their data collection processes in order to optimise this valuable national resource.

The report is divided into five sections (Foundation schools, Foundation doctors, Delivering foundation training, Outcomes and career destinations and Recruitment) and includes an appendix regarding the Academic Foundation Programme. Comparative data is provided for 2011, 2012, 2013 and 2014 wherever appropriate. The key findings are set out below.

Foundation schools 2013/14

This section relates to the foundation year commencing in August 2013 and ending in August 2014 and provides data on the size of foundation schools, staffing levels and foundation programme fill rates.

The number of Foundation Programme places across the 25 schools ranges from 82 to 874 at F1 and from 73 to 853 at F2.

One foundation school employs a full-time foundation school director (FSD), with the average being 0.5 FTE. The majority of FSDs continue as part-time clinical staff. Nine foundation schools employ at least one full-time foundation school manager (FSM), with the average being 0.7 FTE. On average, there is just under 0.1 days per week of FSD time allocated to every 100 foundation doctors and just over one day per week of FSM time.

Across the UK, 7,389 (96.9%) F1 places and 7,586 (98.3%) F2 places were filled at the start of the foundation year. Eighty five (1.1%) F1 and 164 (2.1%) F2 places remained unfilled at the start of August 2013. It is likely that many of these places were filled at a later date. Three hundred and sixty (4.6%) F2 places were filled by doctors in one-year posts at the start of August, with a further 164 being available. This number does not include any service posts, e.g. LAS, which were recruited locally by employing organisations.

Foundation doctors 2013/14

This section relates to the foundation year commencing in August 2013 and ending in August 2014 and provides data on the gender split of foundation doctors, doctors training less than full-time (LTFT) and those in supernumerary posts.

The gender split is approximately 2:3 male:female with 56.7% of F1 doctors and 57.6% of F2 doctors being female. At F1, 20/25 foundation schools have doctors who are training less than full-time either in job shares or in supernumerary posts, and 15 schools have other supernumerary foundation doctors. For F2, this is 23 and 13 schools respectively.

Delivering foundation training 2013/14

This section relates to the foundation year commencing in August 2013 and ending in August 2014 and covers local matching to programmes, programme configuration and specialty exposure.

Eleven foundation schools match doctors to two year rotations before the start of the Foundation Programme, with eight schools matching to one year rotations. Six schools use a combination of both. All foundation schools offer rotations comprising 3 x 4 month placements, and some have other configurations such as 2 x 6 months or 4 x 3 months. For F1, 98.5% of rotations include placements that meet the nationally recommended minimum of four and maximum of six months with only 0.9% of placements lasting less than four months. 99.1% of F2 rotations comprise placements that are a minimum of four and a maximum of six months.

Foundation doctors experience a range of specialties in the Foundation Programme, with the top three CCT specialties experienced by F1 doctors being general surgery (73.3%), general (internal) medicine (56.4%) and geriatric medicine (21.9%). The top three CCT specialties experienced by F2 doctors were emergency medicine (45.1%), general practice (43.3%) and Trauma and Orthopedic Surgery (19.6%). The percentages are calculated using the total number of doctors who would rotate through each specialty if all training programmes were filled.

Two schools did not provide any data about tasters. The remaining 23 foundation schools reported that F2 doctors undertook tasters normally ranging from two to five days. Twenty-two schools reported tasters being undertaken during F1 which could be used to give doctors the opportunity to experience different specialties before they need to consider their specialty training application. The most common tasters were in anaesthetics and critical care and medical specialties during both F1 and F2.

Outcomes and career destinations 2013/14
This section relates to the foundation training year commencing in August 2013 and ending in August 2014 and covers the number of foundation doctors who successfully completed the foundation year (outcomes). For those successfully completing F1 or F2, the next stage of the doctors' career/training (destinations) is provided. The report also includes information such as the reasons for doctors not being signed off and also the number of doctors who needed additional support (Doctors in Difficulty).

There were 7,548 (97.1%) F1 and 7,341 (95.7%) F2 doctors signed off as having attained the appropriate level of competence in August 2014. Excluding 50 F1 and 118 F2 doctors who continued into a further year as expected due to training less than full-time, 174 (2.2%) F1 doctors and 209 (2.7%) F2 doctors were not signed off in August 2014. The most common reasons for both F1 and F2 doctors not being signed off were exceeding more than four weeks absence from training and requiring additional/remedial training to meet the standards for satisfactory completion of the foundation year.

The majority (99.4%) of F1 doctors signed off in August 2014 are continuing with their foundation training in the UK. Only 0.6% of doctors signed off at the end of F1 left the Foundation Programme. Ninety-seven percent of foundation doctors successfully completing their foundation training (F2) in 2014 participated in a career destination survey. Of these, 98.5% provided complete responses which indicate that 58.5% were appointed to specialty training in the UK; 11.7% are taking a career break and 4.3% were appointed to positions outside the UK. 0.3% reported they had left the medical profession permanently.

A total of 205 (2.6%) F1 and 188 (2.5%) F2 doctors were monitored under foundation schools' local doctors in difficulty processes across the 25 foundation schools. Of these F1 doctors, 69.25% completed a transfer of information form and 37.6% had been identified as having difficulties via the form. The main area of concern for both F1 and F2 related to doctors' personal health.

2.5% of F1 doctors from UK medical schools required additional support compared with almost 9.5% from EEA medical schools and 7.7% from non-EEA medical schools.

The outcome for foundation doctors in difficulty was typically favourable, with 37.6 % of F1s and 31.4% of F2s being signed off by the original end date of their foundation year. A further 37.1% of F1s and 41.5% of F2s are expected to be signed off by an agreed, extended end date.

Fourteen (0.2%) F1 and 8 (0.1%) F2 doctors were referred to the GMC for fitness to practise issues.

Recruitment 2014
This section relates to the foundation year commencing in August 2014.

Following the national allocation, 6,922 (98.2%) F1 doctors were appointed having graduated from UK medical schools, with 124 (1.8%) graduating outside the UK.

6,930 (88.3%) doctors started the second year of a two-year programme (F2) in the same foundation school, with just 25 (0.3%) transferring to a different foundation school for the F2 year. 224 (2.9%) doctors were appointed locally to a one-year F2 rotation.

Appendix – Academic Foundation Programmes 2013/14
This appendix builds on the information provided throughout the report (such as outcomes and career destinations, etc.) and offers further analysis specific to the Academic Foundation Programme (AFP). There were a total of 459 Academic Foundation Programme (AFP) places at F1 level and 489 places at F2 level available for the year commencing August 2013. Research programmes accounted for 74.3% of all AFP places (F1 and F2), with 11.5% being offered in medical education, 3.8% in medical management/leadership and 10.4% in other categories

THE FOUNDATION PROGRAMME ANNUAL REPORT 2014

Background and purpose of the report

At the request of the four UK health departments, the UK Foundation Programme Office (UKFPO) produced the first Foundation Programme Annual Report in 2009. The report has been produced each year since and provides data about recruitment, structures and outcomes of the Foundation Programme across the UK. The report does not include information from the UK-affilitated foundation school in Malta.

There are three key principles underpinning the UKFPO annual report:

- It does not replace LETB/deanery/foundation school quality management processes;
- Data will be shared with Health Education England (HEE) and the four UK health departments, the regulator and other key stakeholders;
- It provides national, summary data and does not identify any individuals.

The report is produced as a source of information related to the Foundation Programme. The UKFPO is aware that since the first report in 2009, annual report data have been referenced and used to inform national policy development and address workforce planning issues. It should be noted that the data for the annual report is a 'snapshot' at the start of August each year. If compared with other data sources using a different timeframe it is likely there will be differences.

To ensure that the report continues to meet the needs of key stakeholders, the UKFPO conducts an annual review of all data items and seeks feedback from stakeholders such as foundation school directors and managers and the General Medical Council. To enable the continuous improvement of the Foundation Programme and to ensure a high response rate to the F2 career destination survey, in particular, the foundation school directors have agreed to make receipt of the Foundation Achievement of Competence Document (FACD) at the end of F2, dependent on survey completion.

2014 report

The results of the 2014 data collection exercise are presented in this report as a UK-wide summary in five sections:

1. Foundation schools
2. Foundation doctors
3. Delivering foundation training
4. Outcomes and career destinations
5. Recruitment.

The first four sections relate to the foundation year ending in August 2014. The fifth section refers to appointees to the foundation year commencing in August 2014.

Where possible, a comparison with the results from the 2011, 2012 and 2013 reports is provided. A year on year comparison is not possible for every section due to revised data sets for 2013 and 2014. Whilst the changes for the 2014 data collection were kept to a minimum, the following key revisions were made:

- Improved descriptors relating to reasons for doctors requesting Inter-Foundtaion School Transfers (IFST)
- F2 Career Destination (improved descriptors, inclusion of an auto-calculated percentage response rate; plus inclusion of each specific LETB in England to identify if migration at a local level is taking place)
- Doctors in Difficulty (two new domains added to specify the area of concern and the option to record if a 'TOI form was not received' for the Doctor in Difficulty)

Section 1 – FOUNDATION SCHOOLS 2013/14

This section relates to the foundation year commencing in August 2013 and ending in August 2014. It describes the size and staff resources in place across the 25 UK foundation schools.

Number of Foundation Programme places available in August 2013

As a snapshot at the beginning of August 2013, the 25 foundation schools reported there were a total of 7,840 F1 places and 7790 F2 places available, including Academic Foundation Programme (AFP) places.

Table 1 shows the total number of F1 and F2 places in foundation schools, together with the lowest and highest number at a single school. The mean and median number of places is also shown. The median (excluding AFPs for 2013 and 2014) is given to allow a comparison over the last four years. The median size of a foundation school (excluding AFPs) has remained relatively stable between 2011 and 2014.

Table 1: Number of available Foundation Programme (FP) places at start of August 2013

FP places at start of August 2013	Std	AFP	Total	Min	Max	Mean	Median	Year on year median comparison (excluding AFP)			
								2011	2012	2013	2014
F1 places	7,381	459	7,840	82	874	314	294	275	271	266	278
F2 places	7,292	498	7,790	73	853	312	296	282	276	274	278

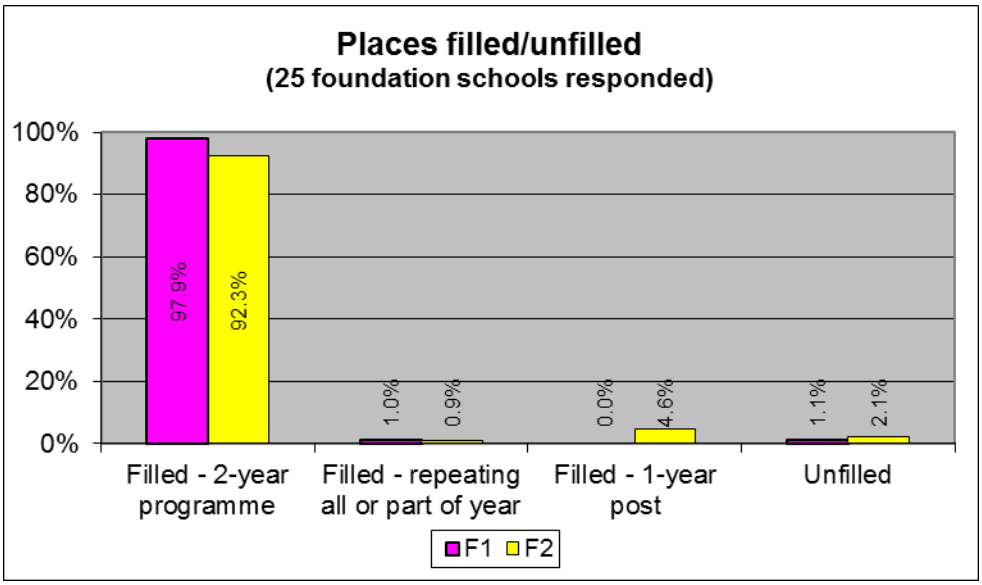
All 25 schools provided information about the number of places filled by foundation doctors on a two year foundation programme and those appointed to one-year F2 posts. Table 2 shows the number of places filled and unfilled.

Table 2: Places filled and unfilled at start of August 2013

FP places filled and unfilled at start of August 2013	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Filled – Two-year programme	7,225	453	7,678	6,705	488	7,193
Filled - repeating all or part of year	77	0	77	72	1	73
Filled – One-year post	0	0	0	360	0	360
Unfilled	79	6	85	155	9	164
Total number of places	**7,381**	**459**	**7,840**	**7,292**	**498**	**7,790**

Figure 1 shows the Foundation Programme places filled and unfilled as a percentage of the total number of places in the 25 schools.

Figure 1: Foundation Programme places filled and unfilled



Unfilled places

Each year, a small number of applicants allocated through the national application process do not start the Foundation Programme. This may be due to a number of reasons including those who fail final exams, withdrawal of applications for personal reasons or not meeting the criteria of local pre-employment checks. Foundation schools endeavour to fill any such vacancies before the start of the foundation year by recruiting locally to locum posts.

All 25 foundation schools provided data about unfilled places and reported that a total of 85 F1 and 164 F2 places were unfilled at the start of August 2013. The number of unfilled F1 places at the start of August 2013 (85) was considerably less than compared to the start of August 2012 (238). This is possibly due to a higher number of fully eligible applicants for FP 2013.

On average, 1.1% of F1 places and 2.1% of F2 places were unfilled at the start of the foundation year. Progress has been made since 2011, when 3.8% for F1 and 3.1% for F2 were reported as unfilled at the start of the foundation year.

Reasons for unfilled places

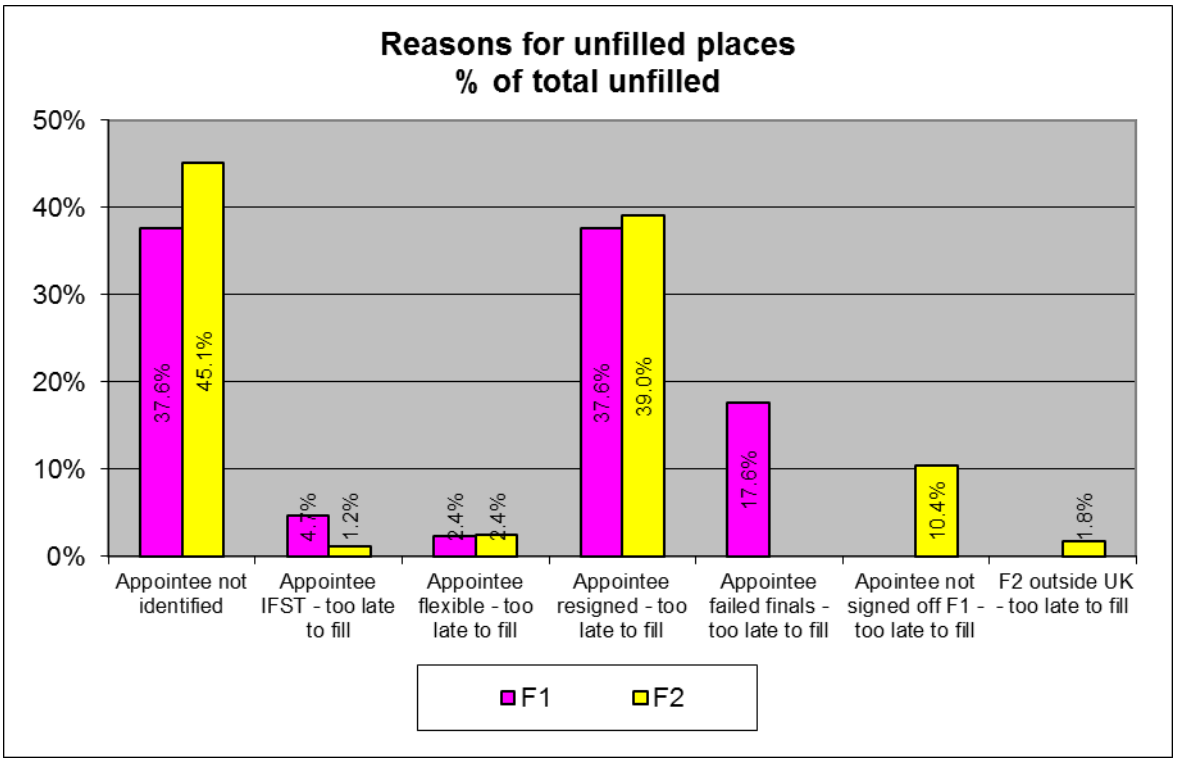
All foundation schools with unfilled places provided data in this section. The reasons are broken down in Table 3.

Table 3: Reasons for unfilled places at the start of the foundation year

Number of FS affected		Reasons for vacancies remaining in August 2013	F1		F1 Total	F2		F2 Total
F1	F2		Std	AFP		Std	AFP	
10	11	Appointee not identified by August 2013	22	4	**26**	68	6	**74**
4	2	Appointee transferring to another foundation school too late to find a replacement	4	0	**4**	2	0	**2**
2	2	Appointee transferring to a flexible training programme too late to find a replacement	2	0	**2**	3	1	**4**
15	15	Appointee resigned too late to find a replacement	37	1	**38**	62	2	**64**
8		Appointee failed finals too late to find a replacement	14	1	**15**			**0**
	9	Appointee not signed off at end of F1 too late to find a replacement			**0**	17	0	**17**
	3	Appointee undertaking F2 outside the UK too late to find a replacement			**0**	3	0	**3**
Total			**79**	**6**	**85**	**155**	**9**	**164**

Figure 2 shows each reason for unfilled places as a percentage of the total unfilled for each foundation year.

Figure 2: Reasons for unfilled places



Resources

The 25 UK foundation schools vary substantially in size and the level of senior faculty resource per 100 foundation doctors.

Table 4 shows the level of resource in key roles, using full-time equivalents (FTE). The median FTE for foundation school directors and GP associate deans remains static throughout 2011 to 2014 and all other roles have remained constant since 2012.

Table 4: Levels of resource (FTE)

Number of FS	Role	FTE equivalent			Year on year MEDIAN comparison			
		Min	Max	Mean	2011	2012	2013	2014
25	Foundation school director	0.2	1.0	0.5	0.4	0.4	0.4	0.4
23	GP associate dean (time dedicated to foundation)	0.0	1.0	0.2	0.1	0.1	0.1	0.1
25	Foundation school manager	0.1	3.0	0.7	0.9	0.8	0.8	0.8
25	Foundation school administrator / coordinator	0.2	9.0	1.6	1.1	1.0	1.0	1.0
24	Other	0.0	8.7	1.4	0.5	1.0	1.0	1.0

The amount of time dedicated to the key roles within a foundation school can be expressed as FTE per 100 foundation doctors. Table 5 shows this ratio for foundation school directors and managers. The median for both roles has remained static since 2012.

Table 5: Resource (FTE) per 100 foundation doctors

Role	FTE equivalent per 100 FDs			Year on year MEDIAN comparison			
	Min	Max	Mean	2011	2012	2013	2014
Foundation school director	0.02	0.26	0.09	0.08	0.07	0.07	0.07
Foundation school manager	0.00	0.53	0.22	0.14	0.17	0.17	0.17

Section 2 – Foundation doctors 2013/14

This section provides an overview of foundation doctors by gender, less than full-time (LTFT) status and those doctors training in a supernumerary foundation post.

Gender split

Based on the information provided by all 25 foundation schools, the gender split for F1 and F2 doctors is shown in Table 6.

Table 6: Gender split for F1 and F2 ending in August 2014

Foundation year	Male	Female
F1	43.3%	56.7%
F2	42.4%	57.6%

Table 7 shows the gender split for F1 and F2 for the foundation years ending in August 2011, 2012, 2013 and 2014. It can be seen that the male:female ratio for both F1 and F2 has remained approximately 40:60 across the four years, although the percentage of males in both F1 and F2 has increased slightly in 2014.

Table 7: Gender split for F1 and F2 year on year comparison

Gender split - year on year comparison	F1				F2			
	2011	2012	2013	2014	2011	2012	2013	2014
Male	40.7%	40.2%	41.9%	43.3%	39.3%	41.1%	40.3%	42.4%
Female	59.3%	59.8%	58.1%	56.7%	60.7%	58.9%	59.7%	57.6%

Less than full-time (LTFT) and supernumerary foundation doctors

Twenty of the 25 foundation schools had F1 doctors training on a less than full-time (LTFT) basis for the foundation year starting August 2013. This compares to 24 schools for the previous year. The number of schools who had F2 doctors training LTFT was 23, one more than reported in the previous year.

Ten foundation schools reported they generated supernumerary foundation posts (other than LTFT supernumerary) to accommodate F1 doctor training. This compares to eight schools in the previous year.

F2 supernumerary foundation posts (other than LTFT supernumerary) were created by seven foundation schools, compared to nine schools in the previous year.

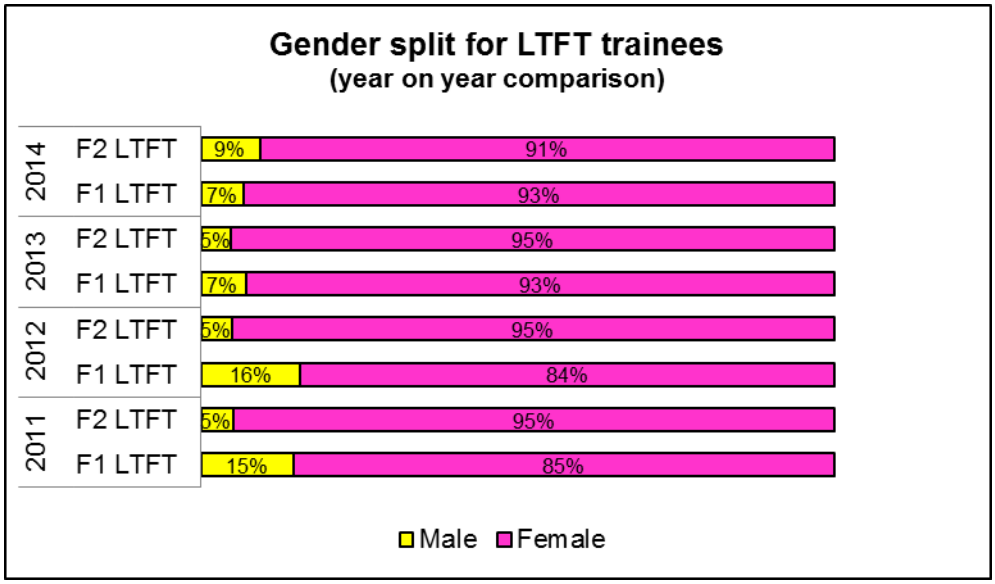
The total number of LTFT and supernumerary posts requested and approved is shown in Table 8.

Table 8: LTFT and supernumerary foundation training requested and approved

Number of FS affected	LTFT & supernumerary foundation training	Standard		Academic	
		Req'd	App'd	Req'd	App'd
12	F1 LTFT doctors in job-shares	61	61	0	0
11	F1 LTFT doctors in supernumerary posts	32	26	1	1
11	F1 LTFT doctors - other	15	15	4	4
10	Other supernumerary F1 doctors	25	24	0	0
	Total F1	***133***	***126***	***5***	***5***
15	F2 LTFT doctors in job-shares	99	99	0	0
14	F2 LTFT doctors in supernumerary posts	33	33	1	1
17	F2 LTFT doctors - other	36	36	4	4
7	Other supernumerary F2 doctors	17	13	0	0
	Total F2	***185***	***181***	***5***	***5***

The gender split for the F1 LTFT cohort is 7% male and 93% female. The gender split for the F2 LTFT cohort is 9% male and 91% female. In 2014 the same proportion of LTFT training in F1 was undertaken by males and females as in 2013, which is a smaller percentage than in 2011 and 2012. In 2012, for example, the proportion of F1 males training LTFT was 16% compared with 7% in 2013 and 2014. In 2014, the percentage of F2 males training LTFT was 9% which compares with 5% for the previous three years.

Figure 3: Gender split for LTFT trainees (year on year comparison)



For supernumerary training (not including LTFT posts) the gender split is 50% male and 50% female for F1, and 38% male and 62% female for F2.

Figure 4 shows the number of LTFT and supernumerary F1 doctors as a percentage of the total F1 doctors for 2011, 2012, 2013 and 2014. The percentage of F1 doctors training LTFT has increased slightly over the years since 2011 whilst the percentage for other supernumerary posts has remained virtually the same across all four years.

Figure 4: LTFT and supernumerary F1 doctors (year on year comparison)

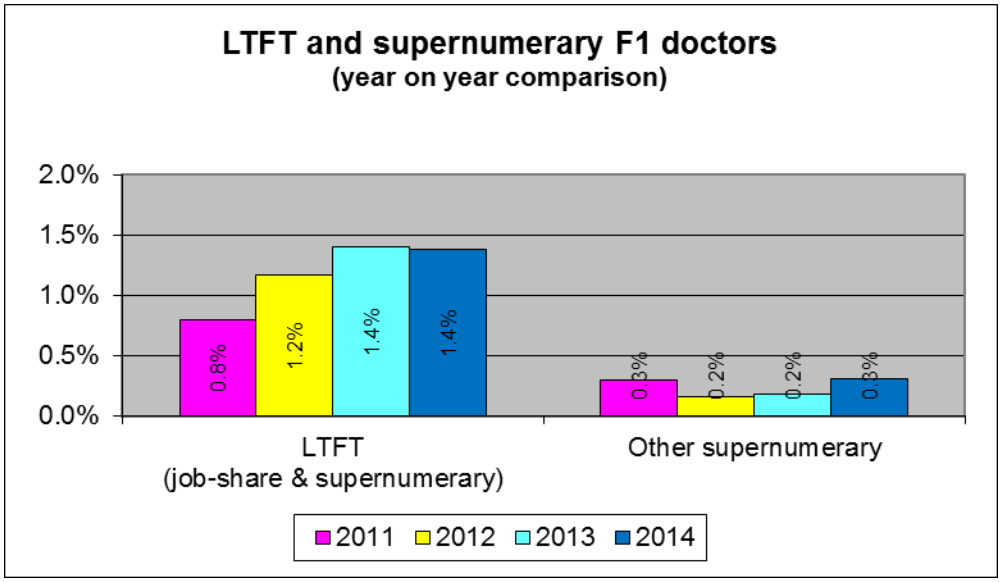
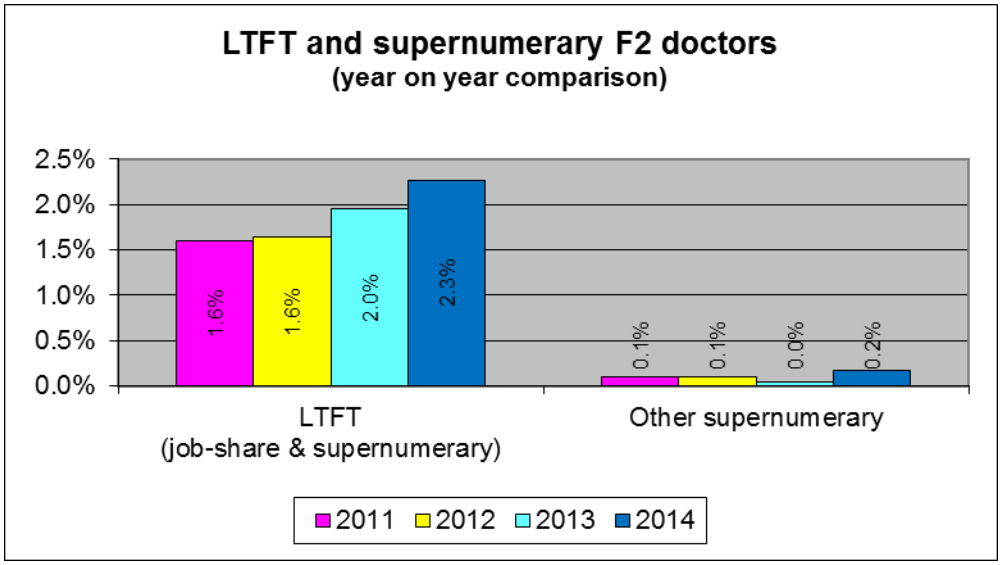


Figure 5 shows the number of LTFT and supernumerary F2 doctors as a percentage of the total F2 doctors from 2011 through to 2014. As with F1 doctors, the number of F2 doctors training LTFT has gradually increased over the four years whilst the number of other supernumerary posts has remained almost the same.

Figure 5: LTFT and supernumerary F2 doctors (year on year comparison)



Section 3 – DELIVERING FOUNDATION TRAINING 2013/14

This section relates to the foundation year commencing in August 2013 and ending in August 2014. Topics covered include matching to programmes, configuration of placements, specialties experienced during Foundation Programme training, plus information on tasters and F2 outside the UK.

Matching to programmes

The national application process allocates successful applicants to a unit of application (UoA). A UoA is a geographical location which may consist of one or more foundation schools. Each foundation school within the UoA is responsible for matching the allocated applicants to particular programmes and facilitating the employing healthcare organisations' pre-employment checks.

Some foundation schools match doctors to rotations for both the F1 and F2 years before they start the Foundation Programme. Others match doctors to F1 rotations and then run a competitive process during the first year to match individual doctors to F2 rotations.

All 25 foundation schools provided information on matching to one or two-year rotations before the start of the Foundation Programme, or a combination of both, as shown in Table 9.

Table 9: Number of foundation schools matching to one or two-year rotations (including AFPs)

Match to one or two-year rotations (year on year comparison)	2011	2012	2013	2014
One-year rotation	10	6	7	8
Two-year rotation	14	13	10	11
Combination of both	1	6	8	6

Configuration of foundation programmes

The recommended duration of foundation placements changed in 2012. Originally, the range was a minimum of three months and maximum of six months[1]. From August 2012[2], the recommended minimum duration was increased to four months with no change to the maximum duration of six months; this was in response to the *Foundation for Excellence* report produced by Professor John Collins, 2010.

Foundation schools are delivering a combined total of 98.5% of F1 rotations and 99.1% of F2 rotations which meet the minimum duration of four months and a maximum duration of six months for each placement. The percentage of F1 rotations meeting the minimum and maximum recommended duration for placements has increased from 93.2% in 2012 and 95.1% in 2013. The percentage of F2 rotations meeting recommendations has increased from 97.4% in 2012 and 98.6% last year.

Table 10 shows the configuration of Foundation Programme placements from across all schools.

1 *The UK Foundation Programme Reference Guide,* UKFPO March 2010

2 *The UK Foundation Programme Reference Guide*, UKFPO July 2012 (*Reference Guide 2012)*

Table 10: Configuration of foundation programmes

Number of FS affected		Configuration of rotations	F1			F2		
F1	F2		Std	AFP	Total	Std	AFP	Total
25	25	3 x 4 months	7,049	415	7,464	7,186	458	7,644
7	3	2 x 6 months	227	30	257	48	30	78
4	1	4 x 3 months	53	14	67	1	0	1
2	4	Other	52	0	52	58	9	67
		Total	**7,381**	**459**	**7,840**	**7,293**	**497**	**7,790**

Figures 6 (F1) and 7 (F2) show the percentage of individual rotations comprising different configurations reported in 2011, 2012, 2013 and 2014.

Figure 6: Configuration of F1 rotations (year on year comparison)

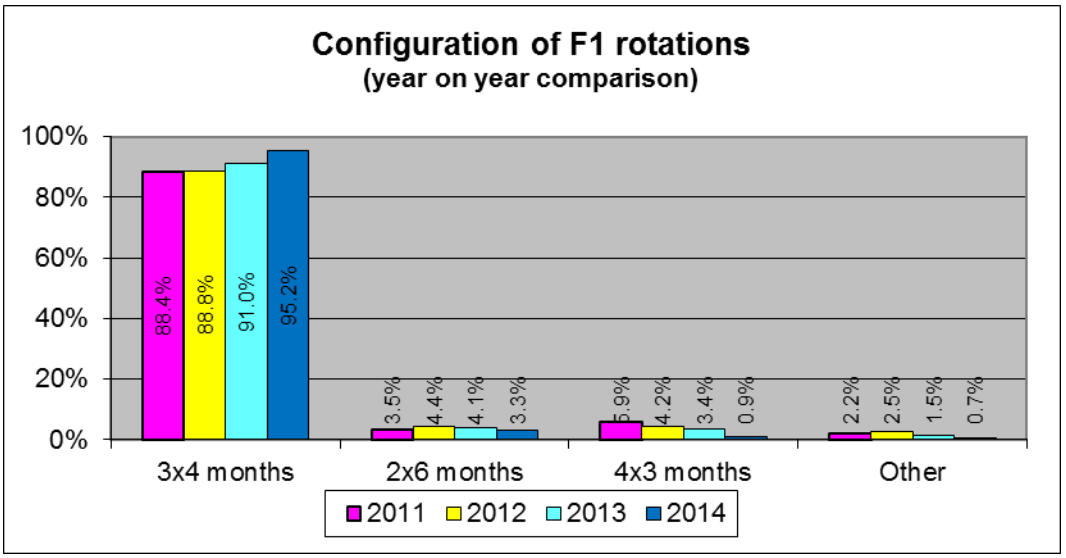
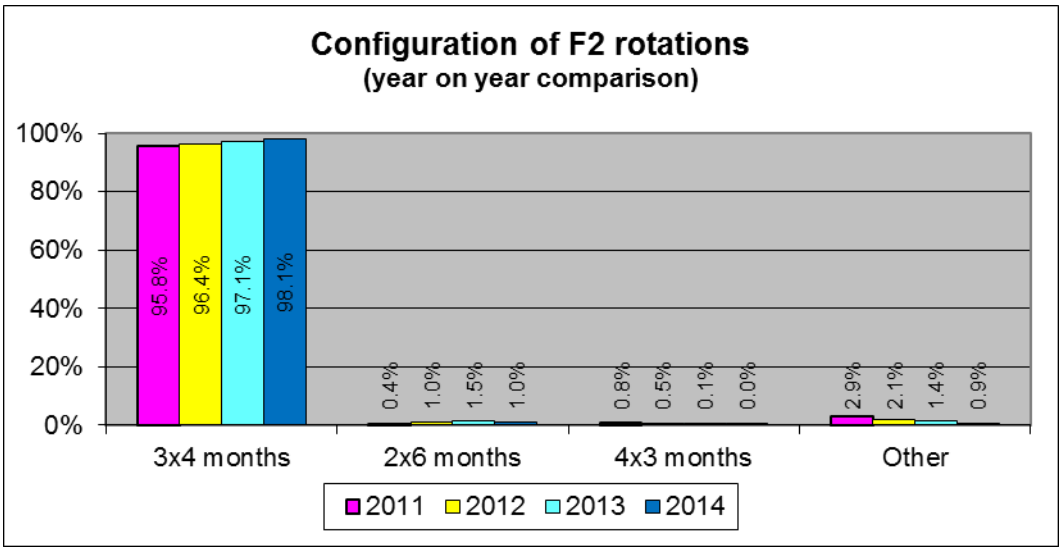


Figure 7: Configuration of F2 rotations (year on year comparison)



Specialties experienced in the Foundation Programme

Foundation training is delivered in a wide variety of specialties and settings. Rotating through different specialties provides a foundation doctor with a broad-based beginning to their training.

All 25 foundation schools provided information about the specialties experienced by both F1 and F2 doctors. Table 11 shows the percentage of F1 and F2 doctors rotating through each CCT[3] specialty.

The percentage is calculated using the number of rotations that include the specialty, divided by the total number of Foundation Programme posts available.

Table 11: Percentage of foundation doctors rotating through each CCT specialty

CCT specialties experienced in Foundation Programme rotations	% F1s rotating through	% F2s rotating through
Academic - Education	0.2%	1.1%
Academic - Management and Leadership	0.0%	0.1%
Academic - Research	0.9%	3.9%
Acute Internal Medicine	15.0%	8.2%
Allergy	0.0%	0.0%
Anaesthetics	4.3%	2.2%
Audio Vestibular Medicine (Audiological Medicine)	0.0%	0.0%
Cardiology	8.9%	5.6%
Cardio-thoracic Surgery	0.2%	1.5%
Chemical Pathology	0.0%	0.4%
Child and Adolescent Psychiatry	0.2%	0.2%
Clinical Genetics	0.0%	0.0%
Clinical Neurophysiology	0.0%	0.1%
Clinical Oncology	0.8%	1.9%
Clinical Pharmacology and Therapeutics	0.1%	0.2%
Clinical Radiology	0.3%	0.3%
Community Placement Specialties*	0.8%	1.4%
Community Sexual and Reproductive Health	0.0%	0.1%
Dermatology	0.3%	0.5%
Diagnostic neuropathology	0.0%	0.0%
Emergency Medicine (A&E)	6.1%	45.1%
Endocrinology and Diabetes Mellitus	5.4%	2.0%
Forensic histopathology	0.0%	0.0%
Forensic Psychiatry	0.1%	0.1%
Gastroenterology	8.7%	3.6%
General (Internal) Medicine	56.4%	19.5%
General Practice	0.0%	43.3%
General Psychiatry	9.4%	12.0%
General Surgery	73.3%	15.8%
Genito-urinary Medicine	0.3%	1.8%
Geriatric Medicine	21.9%	13.9%
Haematology	1.7%	2.5%
Hepatology	0.6%	0.1%
Histopathology	0.2%	0.5%
Immunology	0.0%	0.1%
Infectious Diseases	0.9%	0.7%
Intensive Care Medicine	3.5%	6.8%
Medical Microbiology	0.0%	1.1%

[3] The list of CCT specialties is taken from the GMC website: www.gmc-uk.org

CCT specialties experienced in Foundation Programme rotations	% F1s rotating through	% F2s rotating through
Medical Microbiology and Virology	0.0%	0.1%
Medical Oncology	1.0%	1.8%
Medical Ophthalmology	0.0%	0.0%
Medical Psychotherapy	0.0%	0.0%
Medical Virology	0.0%	0.0%
Neurology	0.6%	1.5%
Neurosurgery	0.5%	1.9%
Nuclear Medicine	0.0%	0.1%
Obstetrics and Gynaecology	3.4%	12.9%
Occupational Medicine	0.0%	0.2%
Old Age Psychiatry	0.7%	1.2%
Ophthalmology	0.2%	2.2%
Oral and Maxillo-facial Surgery	0.2%	0.5%
Otolaryngology	1.7%	5.3%
Paediatric and Perinatal Pathology	0.0%	0.0%
Paediatric Cardiology	0.0%	0.0%
Paediatric Surgery	1.0%	0.7%
Paediatrics	7.4%	14.6%
Palliative Medicine	0.8%	1.3%
Pharmaceutical Medicine	0.0%	0.0%
Plastic Surgery	0.6%	1.4%
Psychiatry of Learning Disability	0.0%	0.0%
Public Health Medicine	0.2%	1.2%
Rehabilitation Medicine	1.0%	0.9%
Renal Medicine	2.3%	2.9%
Respiratory Medicine	11.0%	4.3%
Rheumatology	1.4%	0.9%
Sport and Exercise Medicine	0.0%	0.0%
Stroke Medicine	1.3%	1.5%
Trauma and Orthopaedic Surgery	13.8%	19.6%
Tropical Medicine	0.0%	0.0%
Urology	8.8%	4.1%
Vascular Surgery	4.4%	0.7%

*** Covers all experience of providing care in the community apart from GP. For example community psychiatry, community paediatrics, dermatology, homeless care, substance abuse**

Tables 12 and 13 show the top five specialties experienced by F1 and F2 doctors reported in 2011, 2012, 2013 and 2014. The top five specialties experienced by F1 doctors have remained the same for the last three years and for F2 doctors the top five specialties have remained the same for the last four years.

Table 12: Top five specialties experienced by F1 doctors (year on year comparison)

	Top five specialties experienced by F1 doctors							
	2011		2012		2013		2014	
	Specialty	% F1s	Specialty	% F1s	Specialty	% F1s	Specialty	% F1s
1	General surgery	83.4%	General surgery	82.3%	General surgery	79.6%	General surgery	73.3%
2	General (internal) medicine	64.4%	General (internal) medicine	58.9%	General (internal) medicine	61.3%	General (internal) medicine	56.4%
3	Geriatric medicine	23.7%	Geriatric medicine	23.1%	Geriatric Medicine	24.0%	Geriatric Medicine	21.9%
4	Trauma & orthopaedic surgery	15.3%	Trauma & orthopaedic surgery	14.7%	Trauma & Orthopaedic Surgery	14.9%	Acute Internal Medicine	15.0%
5	Respiratory medicine	12.3%	Acute internal medicine	12.5%	Acute Internal Medicine	14.1%	Trauma & Orthopaedic Surgery	13.8%

Table 13: Top five specialties experienced by F2 doctors (year on year comparison)

	Top five specialties experienced by F2 doctors							
	2011		2012		2013		2014	
	Specialty	% F2s	Specialty	% F2s	Specialty	% F2s	Specialty	% F2s
1	Emergency medicine	37.7%	Emergency medicine	43.8%	Emergency Medicine	43.0%	Emergency Medicine	45.1%
2	General practice	35.6%	General practice	43.8%	General Practice	40.7%	General Practice	43.3%
3	General (internal) medicine	19.0%	General (internal) medicine	22.9%	Trauma & Orthopaedic Surgery	21.2%	Trauma & Orthopaedic Surgery	19.6%
4	Trauma & orthopaedic surgery	17.0%	Trauma & orthopaedic surgery	21.6%	General (Internal) Medicine	19.6%	General (internal) medicine	19.5%
5	General surgery	15.3%	General surgery	20.4%	General Surgery	16.5%	General Surgery	15.8%

Specialties experienced via 'tasters'

A 'taster' could be defined as a short period of time in which a doctor is enabled to gain an experience in a specialty/setting in which they may not have not worked whilst as a medical student or foundation doctor. Tasters are primarily designed to enable doctors to explore what a career in that specialty might entail and are aimed to broaden the doctors experience.

Twenty-three foundation schools provided information on tasters. In some areas, LETBs/employers manage tasters directly with the foundation doctor and the foundation school is not involved. Data provided in this section reflects minimum taster activity.

Of the 23 schools who provided taster information, all indicated that doctors undertook tasters during F2, with 22 schools recording tasters being undertaken during F1.

Table 14 shows the total number of taster experiences, by specialty, undertaken during the foundation year ending in August 2014.

Table 14: Specialties experienced via tasters for foundation year ending in August 2014

Specialty experienced via tasters	No. of tasters during F1	No. of tasters during F2
Academic medicine	14	8
Anaesthetics and critical care	130	203
Emergency medicine	22	27
General practice	40	110
Medical specialties	154	282
Obstetrics & gynaecology	53	58
Ophthalmology	39	41
Paediatrics	84	111
Pathology and laboratory based specialities	16	29
Psychiatry	39	41
Public health medicine	20	48
Radiology	56	96
Surgical specialities	86	119
Unspecified	33	30
Totals	**786**	**1203**

Figure 8 shows the number of tasters undertaken by F1 and F2 doctors in each specialty expressed as a percentage of the total number of tasters undertaken.

Figure 8: Percentage of tasters undertaken in each specialty

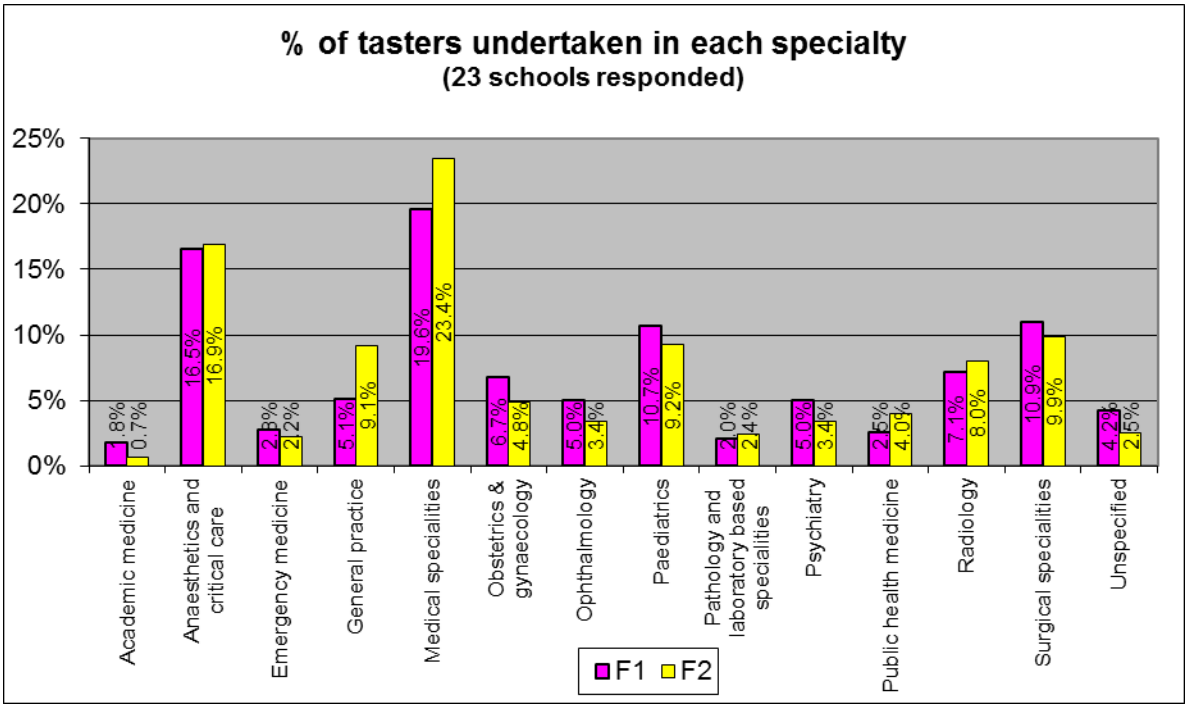
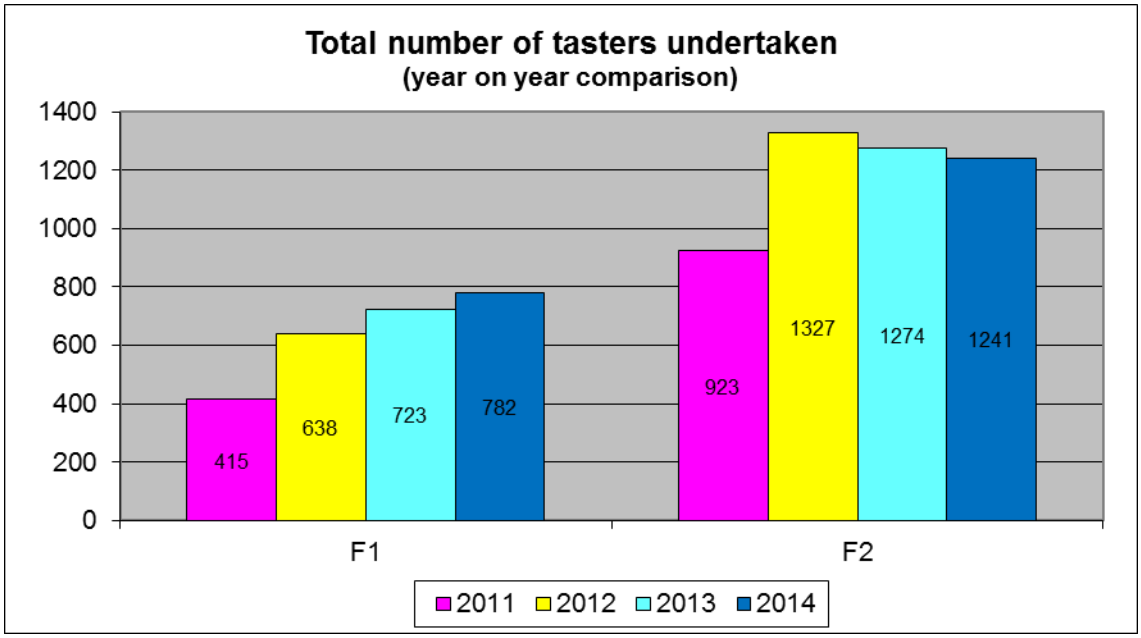


Figure 9 shows the number of tasters that were recorded at school-level, undertaken during F1 and F2 for 2011, 2012, 2013 and 2014. The year on year comparison shows a gradual increase in the number of tasters undertaken during F1 but with a slight decrease in uptake for F2. As noted above, this is likely to be an underestimate of the number of tasters actually provided, and one explanation for the decrease in the number of tasters undertaken during F2 could be the increase in the number undertaken during F1. If doctors are gaining the desired experience during F1 they are unlikely to repeat a taster during F2.

Figure 9: Total number of tasters undertaken (year on year comparison)



F2 outside the UK

Some, but not all, postgraduate deaneries/foundation schools permit foundation doctors to undertake their F2 training outside the UK, provided the training programme is prospectively approved by the postgraduate dean. Foundation doctors are expected to identify a suitable training programme, request prospective approval and confirm all arrangements for supervision and assessment with the host organisation.

Table 15 compares the number of doctors and the number of schools who approved applications to undertake F2 in Australia, New Zealand and 'Other' countries reported in 2011, 2012, 2013 and 2014. In 2014, the 'Other' countries were identified as: Canada, South Africa and Singapore.

There has been a significant year on year decrease in the number of foundation doctors undertaking F2 outside the UK. One explanation for this could be that fewer schools now permit F2 abroad.

Table 15: F2 approved outside the UK

Country	2011		2012		2013		2014	
	No. F2 doctors	No. FS affected	No. F2 doctors	No. FS affected	No. F2 doctors	No. FS affected	No. F2 doctors	No. FS affected
Australia	25	12	13	6	7	5	**1**	1
New Zealand	32	15	20	9	16	8	**5**	3
Other			15	1	0	0	3	3
Total doctors	**57**		**48**		**23**		**9**	

Section 4 – Outcomes and career destinations 2013/14

This section relates to the foundation year ending in August 2014. Information provided includes the number of foundation doctors who did not complete the F1/F2 training year and also those who were successfully signed off.

For those doctors who met the requirements for satisfactory completion at the end of the training year, details of the next stage of their career are given. For doctors who did not complete the training year, the reasons for non-completion are provided, for example some doctors will have started the year but resigned prior to the expected end date; others will continue into a further year as expected due to training on a less than full-time (LTFT) basis.

The number of appeals against non-progression at the end of the year and the total number of doctors managed via the formal doctors in difficulty (DiD) process (please refer to section 9 of the *Reference Guide 2012)* are also given.

F1 outcomes

All 25 foundation schools provided information about the outcomes for their F1 doctors. A total of 7,548 (97.1%) doctors successfully completed the F1 year and were signed off; 224 (2.9%) were not signed off. This compares to 96.8% and 3.2% respectively in 2013, 97.0% and 3.0% in 2012 and 97.5% and 2.5% in 2011. Of those not signed off, 50 continued for a further year as expected due to training less than full-time.

F2 outcomes

In August 2014, 7,341 (95.7%) F2 doctors successfully completed their foundation training and were signed off; 327 (4.3%) were not signed off. This compares to 96.1% and 3.9% in 2013, 97.0% and 3.0% in 2012 and 96.4% and 3.6% in 2011 respectively. Of those not signed off, 118 continued for a further year as expected due to training less than full-time.

F1 destinations

Foundation doctors who do not meet the requirements for satisfactory completion of the F1 year are not signed off; are not issued with a 'Achievement of F1 Competence Certificate'; and are not recommended by the medical school/foundation school for full registration with the GMC.

Foundation doctors successfully completing their F1 year (being signed off as having met the requirements for F1) and receiving full registration with the GMC, may progress to F2 training.

Some F1 doctors choose to leave the Foundation Programme after achieving full GMC registration (i.e. not progressing into F2) for a variety of reasons. Those continuing their foundation training may undertake the F2 year in the same foundation school; transfer to a different foundation school (if eligible); or resign from their post and apply in open competition for a one-year F2 Locum Appointment for Training (LAT) post in another foundation school.

Table 16 shows a breakdown of the destinations for F1 doctors successfully completing F1 in August 2014.

Table 16: Destinations for doctors successfully completing F1 in August 2014

No. of FS affected	Destination for doctors successfully completing F1 in August 2014	Std F1	Academic F1	Total
25	F2 in the same foundation school	97.6%	99.3%	97.7%
18	F2 in a different foundation school - IFST	0.2%	0.0%	0.2%
17	Stand-alone F2 in a different foundation school	1.0%	0.5%	0.9%
11	F2 outside the UK (prospectively approved)	0.1%	0.0%	0.1%
13	Statutory leave but intend to return	0.2%	0.0%	0.2%
15	Approved TOFP but intend to return	0.3%	0.2%	0.3%
5	Other destination, continuing with FP	0.0%	0.0%	0.0%
	Sub-total for signed-off, continuing with FP	***99.4%***	***100.0%***	***99.4%***
13	Returning to 'home' country	0.2%	0.0%	0.2%
9	Medical training outside the UK	0.1%	0.0%	0.1%
8	Career break	0.1%	0.0%	0.1%
5	Ill health	0.0%	0.0%	0.0%
6	Permanently left medicine	0.0%	0.0%	0.0%
7	Other destination, leaving FP	0.0%	0.0%	0.0%
9	Unknown destination, leaving FP	0.2%	0.0%	0.1%
	Sub-total for signed-off, leaving FP	***0.6%***	***0.0%***	***0.6%***
	Total	**100.0%**	**100.0%**	**100.0%**

A total of 46 (0.6%) F1 doctors who successfully completed their F1 year in 2014 left the Foundation Programme. This compares with 48 (0.7%) in 2013, 56 (0.8%) in 2012 and 78 (1.1%) in 2011.

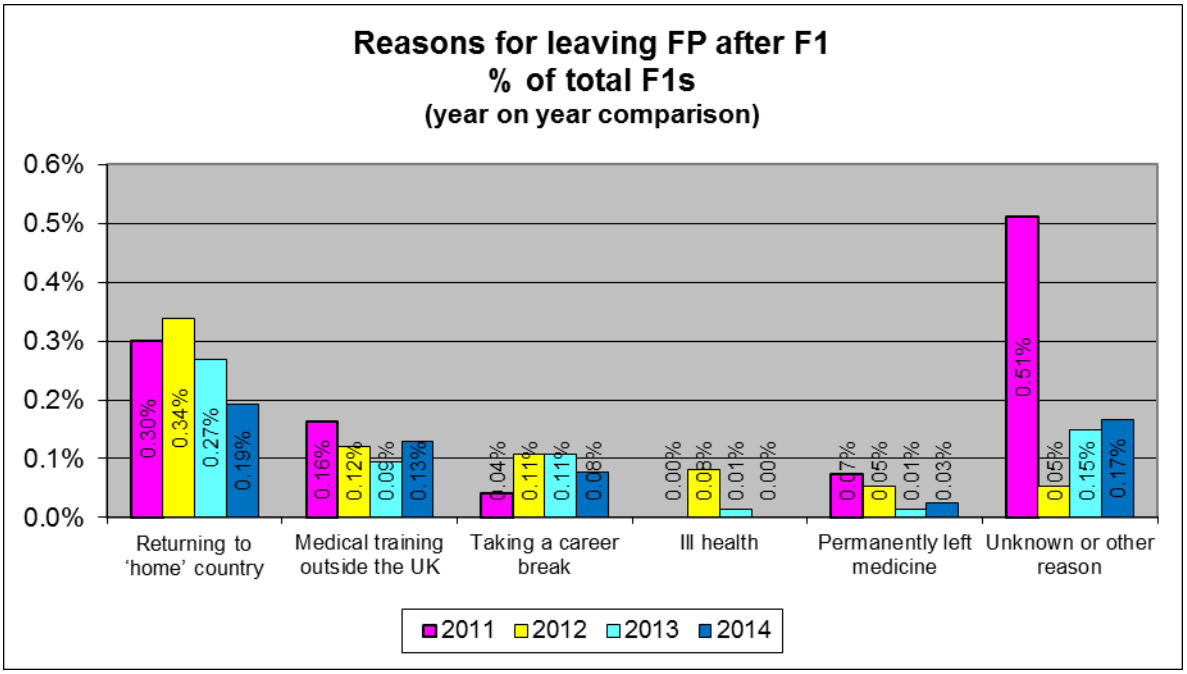
Table 17 shows the reasons why and numbers associated with each reason in 2014.

Table 17: Reasons for leaving the Foundation Programme after successful F1

No. of FS affected	Reasons for leaving FP after successful F1	Std F1	Academic F1	Total
10	IMGs returning to 'home' country	15	0	15
7	Medical training outside the UK	10	0	10
3	Career break	6	0	6
0	Ill health	0	0	0
2	Permanently left medicine	2	0	2
2	Other outcome, leaving FP	2	0	2
8	Unknown outcome, leaving FP	11	0	11
	Total	**46**	**0**	**46**

As a percentage of all F1 doctors for each year, Figure 10 shows the reasons for leaving the Foundation Programme after successfully completing F1.

Figure 10: Reasons for leaving FP after successfully completing F1 (year on year comparison)



F2 destinations

7,122 doctors who satisfactorily completed the programme in August 2014 provided information about their next career destination. This response rate of 97.0% is the same as in 2013 and similar to the reponse rates in 2012 and 2011. However, a small proportion of responses did not provide all the requested information and are not included in the F2 career destination analysis. Those pursuing a military career have also been excluded from the analysis.

From the 6,981 responses which provided all requested information, 58.5% were appointed to specialty training in the UK. This figure is lower than reported in 2013 (64.4%).

The percentages appointed to service posts in the UK, still seeking employment as a doctor in the UK and taking a career break are higher than in 2013 (3.5%, 7.9% and 9.7% respectively).

Table 18 shows the career destinations for F2 doctors completing FPs and AFPs.

Table 18: Career destinations for F2 doctors

Destinations for F2 doctors	FP	AFP	All F2 doctors
Specialty training in UK - run-through training programme	30.1%	21.0%	29.5%
Specialty training in UK - core training programme	26.3%	35.1%	26.8%
Specialty training in UK - academic programme	0.7%	14.5%	1.6%
Specialty training in UK – Fixed-Term Specialty Training Appointment	0.1%	0.7%	0.2%
Specialty training in UK - deferred for higher degree	0.1%	0.2%	0.1%
Specialty training in UK - deferred for statutory reasons	0.4%	0.2%	0.3%
Sub-total for specialty training in UK	***57.6%***	***71.8%***	***58.5%***
Locum appointment for training (LAT) in UK	0.5%	0.2%	0.5%
Specialty training outside UK	0.4%	0.2%	0.3%
Service appointment in UK	5.8%	3.6%	5.6%
Other appointment outside UK	3.9%	3.6%	3.9%
Still seeking employment as a doctor in the UK	8.6%	5.6%	8.4%
Still seeking employment as a doctor outside the UK	5.3%	2.5%	5.1%
Not practising medicine - taking a career break	11.7%	6.7%	11.3%
Not practising medicine - permanently left profession	0.3%	0.0%	0.3%
Other (e.g. anatomy demonstrator, higher education)	6.1%	5.8%	6.1%
Total signed off, known destinations	**100.0%**	**100.0%**	**100.0%**

Further information on F2 career destinations is provided via a supplementary report which can be found on the UKFPO website (www.foundationprogramme.nhs.uk).

Reasons for not being signed off (F1 and F2)

All 25 foundation schools provided further details for F1 and F2 doctors not signed off at the end of the foundation year. Table 19 shows the breakdown of reasons for 2014.

In total, 224 (2.9%) F1 doctors and 327 (4.3%) F2 doctors were not signed off in August 2014. This compares to 3.2% of F1s and 3.9% F2s not signed off in 2013. In 2014, the total number of doctors not signed off included 50 (0.6%) F1 doctors and 118 (1.5%) F2 doctors who were training LTFT and who continued into a further year as expected.

Table 19: Reasons for not being signed off

Reasons for not being signed-off	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Less than full-time training (LTFT)	49	1	50	116	2	118
>4 weeks absence	64	4	68	94	6	100
Extended/remedial training agreed	54	2	56	49	1	50
Left programme after extended training	4	0	4	4	1	5
Dismissed following GMC referral	2	0	2	1	1	2
Dismissed, no GMC referral	0	0	0	2	0	2
Resigned	38	1	39	32	7	39
Left programme, other reason	5	0	5	10	1	11
Left programme, unknown reason	0	0	0	0	0	0
Total	**216**	**8**	**224**	**308**	**19**	**327**

A comparison of reasons for not being signed off as a percentage of the total number of F1 doctors in the relevant schools for 2011, 2012, 2013 and 2014 is shown in Figure 11. The same information for F2 doctors is shown in Figure 12.

Figure 11: Reasons for not being signed off – F1 (year on year comparison)

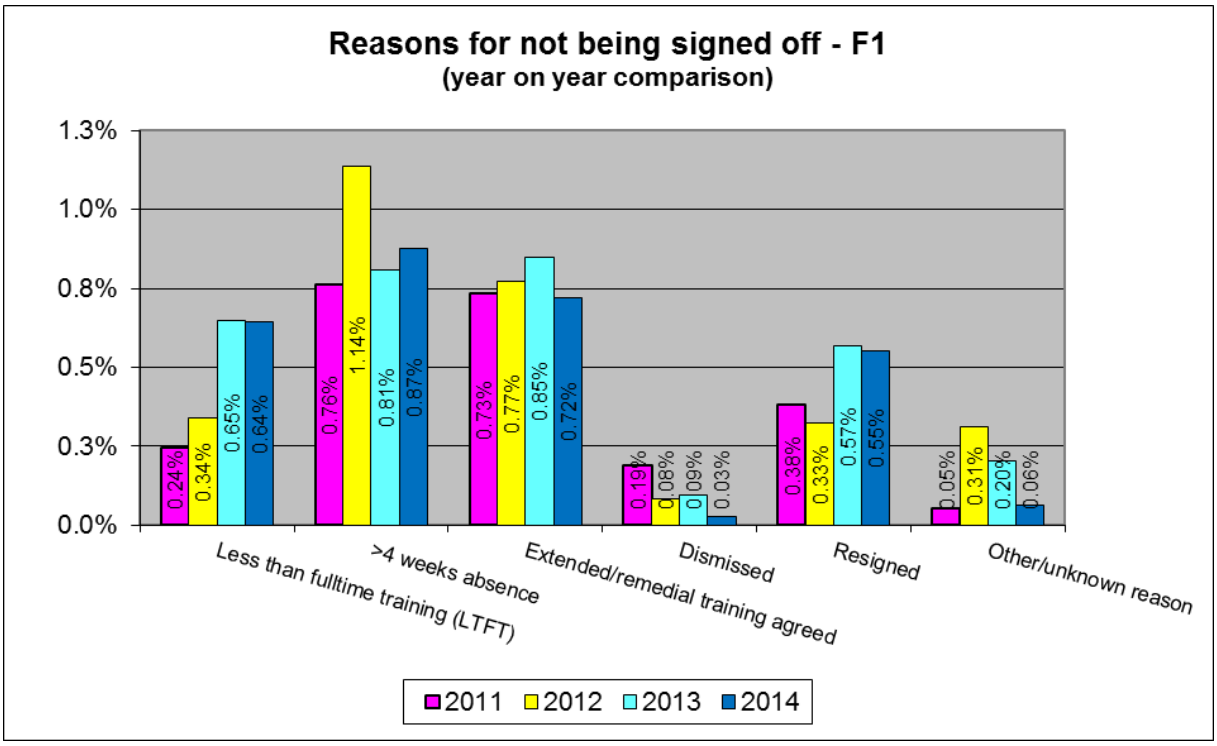
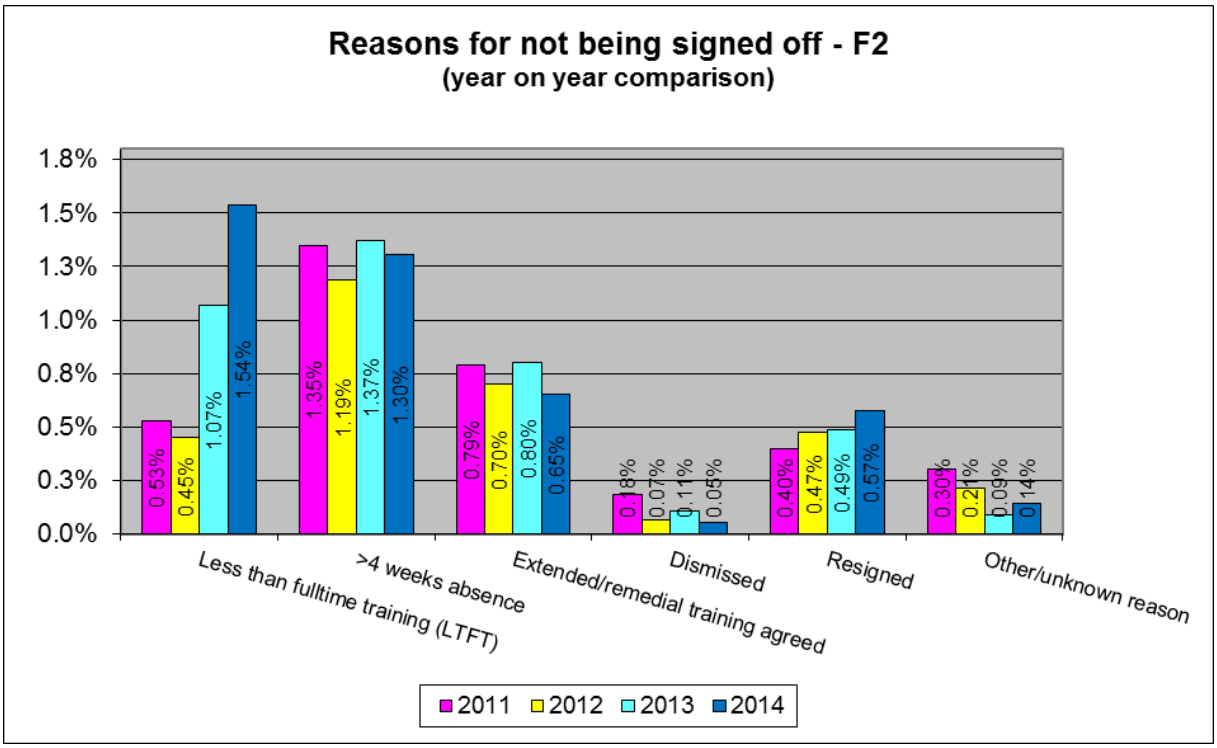


Figure 12: Reasons for not being signed off – F2 (year on year comparison)



Appeals against non-progression

Nine foundation schools received appeals against non-progression at the end of F1 and six schools at the end of F2. This is the same number of schools as in 2012. Table 20 shows the number of appeals received and the number that were successful at the end of F1 and F2 in 2014.

Table 20: Appeals against non-progression

Appeals against non-progression	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Appeals received	7	0	7	5	1	6
Decisions pending	3	0	3	0	0	0
Unsuccessful appeals	2	0	2	3	1	4
Successful appeals	**2**	**0**	**2**	**2**	**0**	**2**

The comparison between 2011, 2012, 2013 and 2014 at the point in time when the report data was provided to the UKFPO is shown in Table 21.

Table 21: Appeals against non-progression (year on year comparison)

Appeals against non-progression - year on year comparison	F1				F2			
	2011	2012	2013	2014	2011	2012	2013	2014
Appeals received	4	4	12	7	9	3	8	6
Decisions pending	0	0	1	3	3	1	0	0
Unsuccessful appeals	2	3	8	2	5	2	7	4
Successful appeals	**2**	**1**	**3**	**2**	**1**	**0**	**1**	**2**

Foundation doctors in difficulty (DiD)

This section refers to doctors being supported under the foundation schools' doctors in difficulty (DiD) policies and processes. Guidance related to identifying and managing doctors in difficulty is outlined in the *Reference Guide 2012*.

All 25 foundation schools provided information about the doctors they supported under their local DiD policy and processes. A total of 205 F1s and 188 F2s were supported across the UK.

Of the 205 F1 doctors being supported, 51 were supported as part of their repeat F1 year, i.e. these doctors had previously undergone F1 training and were not successfully signed off, hence repeating all or part of the F1 year. The principle of a 'repeat year' applies equally to F2 doctors, and in 2014 36 of the 188 F2 doctors being supported were repeating their F2 training. These numbers compare to 48 F1s and 31 F2s being supported during a repeat year reported in 2013.

A summary of all doctors monitored via local DiD processes (including those following an academic foundation programme) is shown in Table 22.

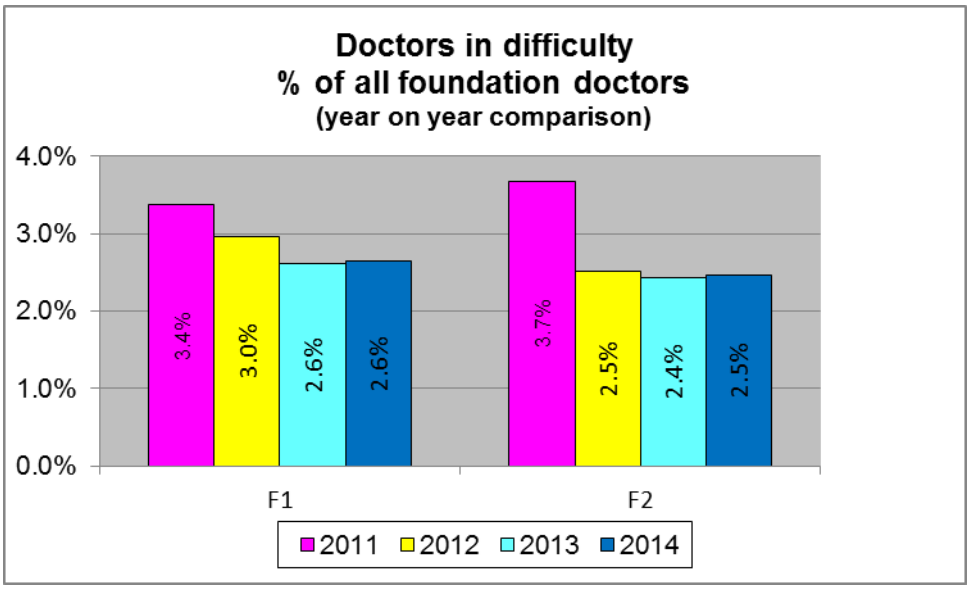
Table 22: Foundation doctors in difficulty

Doctors in difficulty	F1 (including repeat F1 doctors)		F2 (including repeat F2 doctors)	
	No.	%	No.	%
Standard FP	199	97.1%	184	97.9%
Academic FP	6	2.9%	4	2.1%
Total	**205**	**100.0%**	**188**	**100.0%**

The number of doctors being monitored in 2014 compares to 248 F1s and 276 F2s in 2011, 218 F1s and 190 F2s in 2012 and 193 F1s and 185 F2s in 2013. To show a year on year comparison, the number of doctors in difficulty has been calculated as a percentage of the total number of F1 and F2 doctors in each year. Figure 13 shows the year on year comparison.

It can be seen there has been a reported decrease in the percentage of both F1 and F2 doctors who require additional support since 2011 but that the percentages have remained more or less consistent for the last three years.

Figure 13: Foundation doctors in difficulty (year on year comparison)



Foundation schools were asked to provide information about the number of foundation doctors being monitored who were training less than full-time (LTFT) and/or those who were in other supernumerary posts. Foundation schools were also asked how many of the F1 doctors being monitored were identified on their transfer of information (TOI) form as having potential difficulties, how many were referred to the GMC, how many undertook the national clinical assessment and how many were required to pass PLAB as part of the national application process. Table 23 shows these results.

An individual foundation doctor may be included in more than one category (e.g. one doctor may be training LTFT but was also required to take the national clinical assessment).

Table 23: Categories of foundation doctors in difficulty

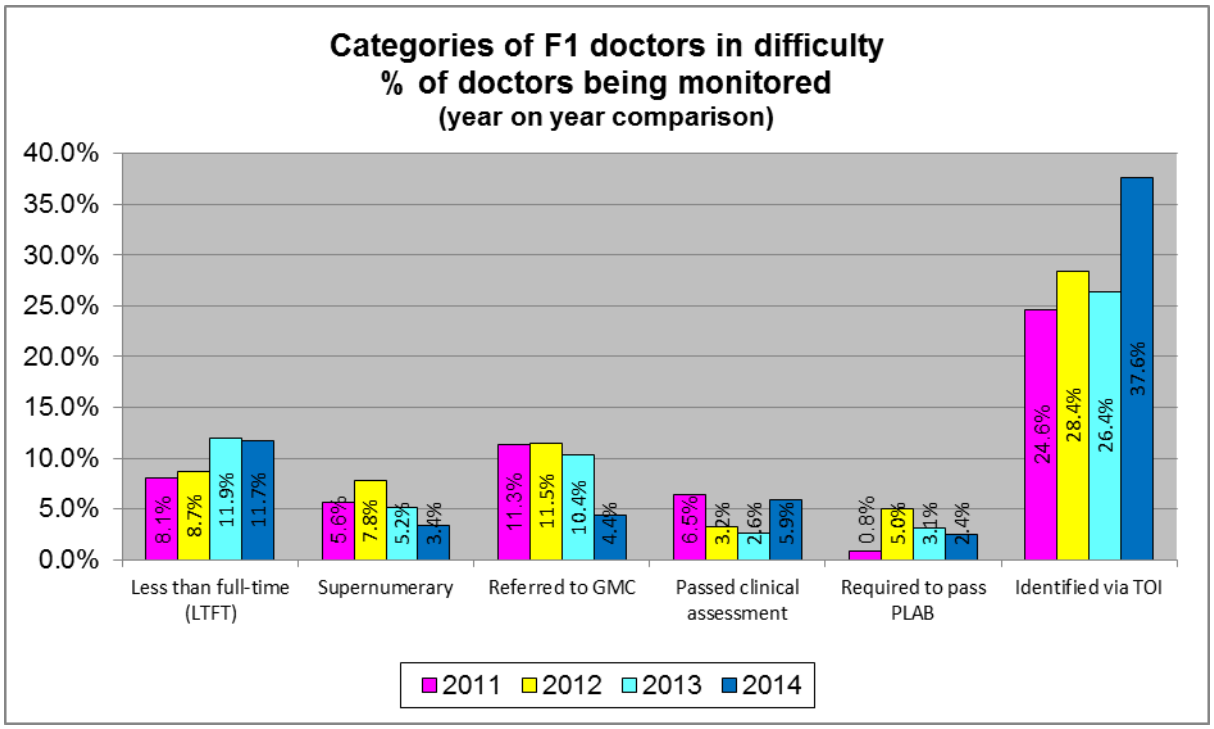
No. of FS affected	Category of foundation doctors in difficulty	F1 (including repeat F1)	F2 (including repeat F2)
16	Less than full-time (LTFT)	24	27
7	Supernumerary	7	4
9	Referred to GMC	9	7
6	Passed clinical assessment	12	9
7	Required to pass PLAB	5	5
22	Identified via TOI	77	50

Figure 14 shows the F1 numbers represented as a percentage of the total F1 doctors being monitored for 2011, 2012, 2013 and 2014.

In 2014, the number of doctors in difficulty as identified via the Transfer of Information (TOI) process, has increased compared to the previous year. This may be due to the TOI process being more mature and embedded in UK medical schools.

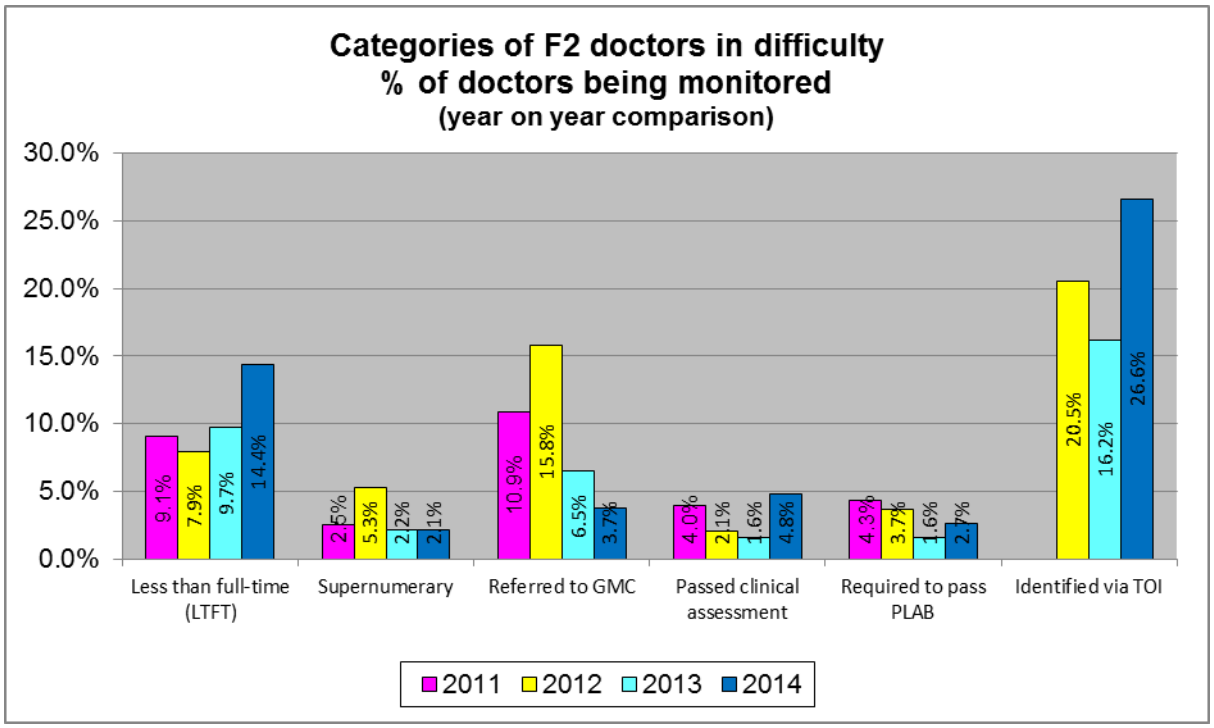
69.25% of the F1 doctors in difficulty completed a transfer of information form and 37.6% of these doctors had been identified as having difficulties via the form.

Figure 14: F1 doctors in difficulty by category (year on year comparison)



The same information for F2 doctors in difficulty is shown in Figure 15. Comparative data for doctors who were identified as possibly needing additional support via their TOI forms is not provided for 2011 since the national TOI process was not implemented before these doctors started the Foundation Programme in 2010.

Figure 15: F2 doctors in difficulty by category (year on year comparison)



Place of qualification for foundation doctors in difficulty

For the purpose of year on year comparative data the place of qualification is categorised as UK medical school, EEA medical school (i.e. excluding the UK) and non-EEA medical school. Table 24 shows the place of qualification for doctors being monitored.

Table 24: Place of qualification for foundation doctors in difficulty

No. of FS affected	Place of qualification for foundation doctors in difficulty	F1	F2
25	UK med school	186	163
13	EEA med school (excl UK)	10	13
12	Non-EEA med school	9	12
0	Unknown	0	0
	Total	**205**	**188**

The F1 numbers are represented as a percentage of the total number of F1 doctors being monitored in Figure 16. The same information is shown for F2 in Figure 17.

Figure 16: Place of qualification for F1 doctors in difficulty (year on year comparison)

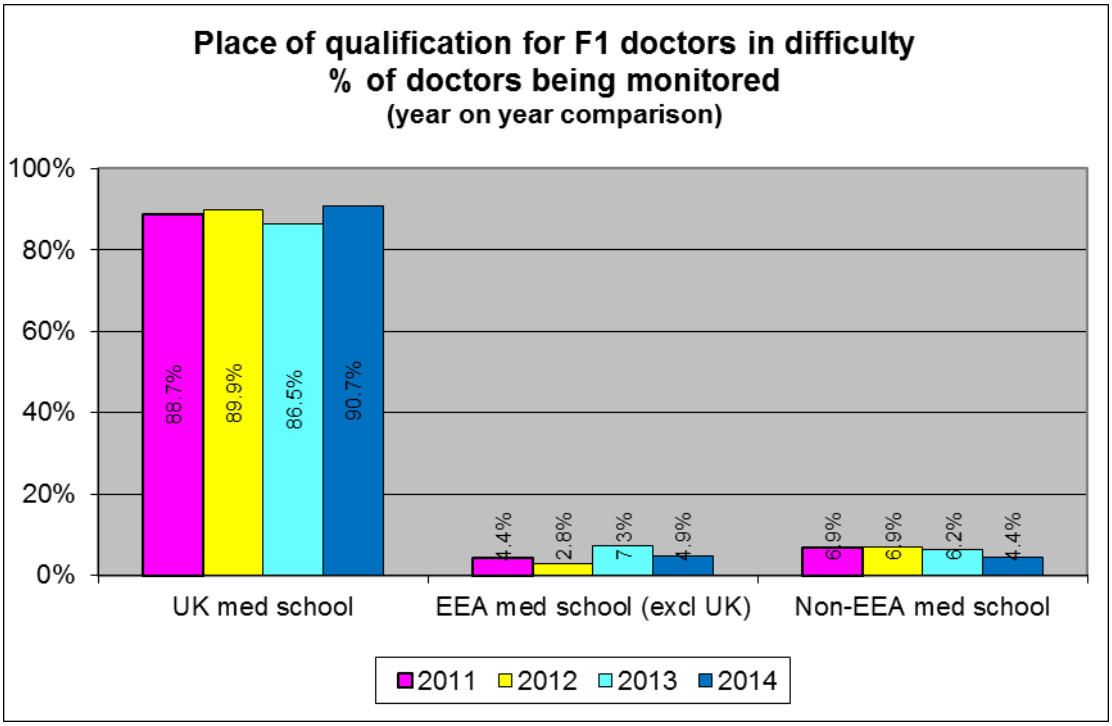


Figure 17: Place of qualification for F2 doctors in difficulty (year on year comparison)

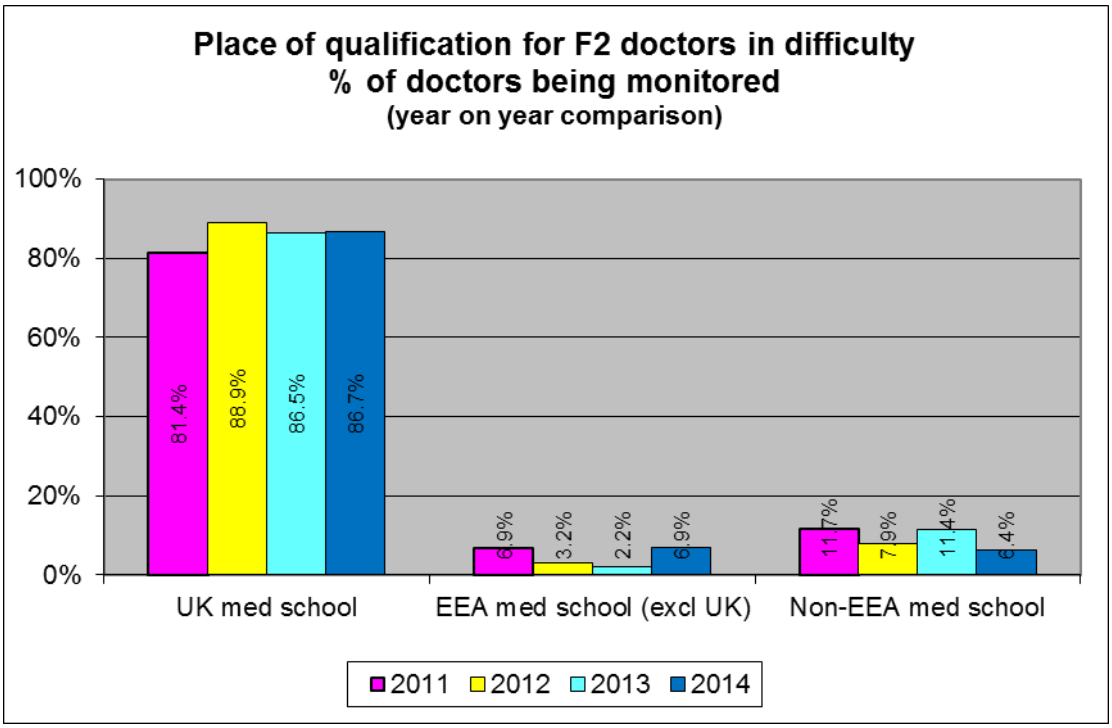


Table 25 presents the number of F1 doctors in difficulty graduating from UK, EEA or non-EEA medical schools as a percentage of the total number of doctors from each category for F1 ending in 2011, 2012, 2013 and 2014.

Table 25: Place of qualification and percentage F1 monitored (year on year comparison)

Place of qualification (F1 doctors)	% being monitored			
	2011	2012	2013	2014
UK med school	3.1%	2.7%	2.3%	2.5%
EEA med school (excl. UK)	14.1%	7.9%	14.4%	9.5%
non-EEA med school	6.7%	12.9%	9.6%	7.7%

Areas of concern for foundation doctors in difficulty

At the request of the General Medical Council (GMC), the 2014 report template for the doctors in difficulty section was revised.

For 2014, six domains were used to describe the area(s) of concern for doctors in difficulty. In 2013 the template included four domains of the GMC's *Good Medical Practice* (*2013)* to describe the area(s) of concern and prior to 2013 the area(s) of concern were described using six domains as set out in *Good Medical Practice (2009)*. As a consequence of these changes, the domains used have been different for the last three years and it is not possible to give a year on year comparison for this section.

Table 26 provides the areas of concern for doctors being monitored in F1 and F2 ending in August 2014. A foundation school may have indicated more than one area of concern for an individual doctor and so the sum of each column will not necessarily equal the total number of doctors being monitored.

Table 26: Areas of concern for foundation doctors in difficulty

Main area(s) of concern (GMC domains) for doctors being monitored	F1	F2
Knowledge, Skills and Performance	78	76
Safety and quality	15	17
Communication and partnerships with patients	22	21
Working with colleagues	34	30
Maintaining trust (probity)	21	24
Health	131	106
Unknown	0	0

Outcomes for foundation doctors in difficulty

The descriptors used to record outcomes for doctors in difficulty were subject to revision and improvement for the 2013 data set. As a result, two outcomes were subject to text changes and one outcome ('Sign-off not expected') was removed. These changes were introduced at the request of the Conference Of Postgraduate Medical Deans (COPMeD) and the Medical Schools Council (MSC) as part of their work to improve the processes for supporting doctors in difficulty.

Whilst the revised 2013 outcome descriptors are used in the relevant table and graphs, the previous descriptors are given in brackets for the purposes of year on year comparisons. For example 'Released (Dismissed)' replaces the previous descriptor 'Dismissed'.

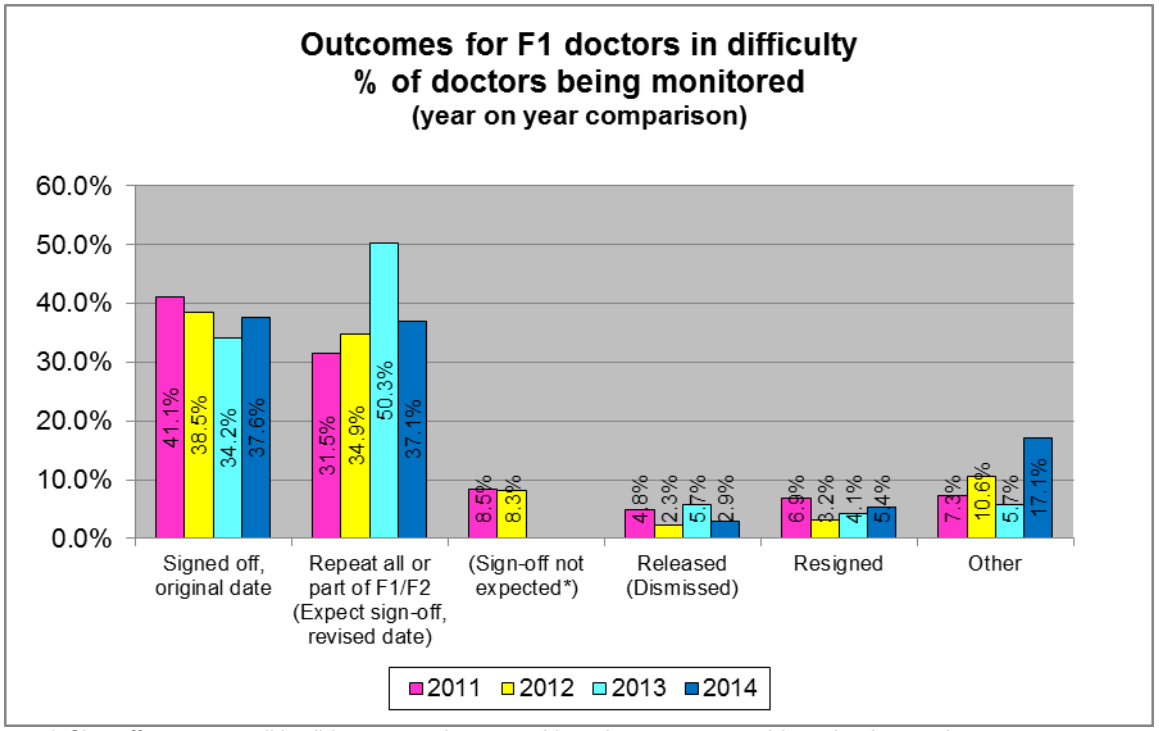
The outlook for doctors in difficulty during their foundation training remains positive, with 74.7% of the F1s and 72.9% of the F2s being signed off by the original end date of their foundation year or expected sign-off by an agreed, extended end date. The range of outcomes for doctors being monitored is shown in Table 27.

Table 27: Outcomes for foundation doctors in difficulty

Outcome for foundation doctors in difficulty	F1	F2
Signed off, original date	77	59
Repeat all or part of F1/F2 (Expect sign-off, revised date)	76	78
Released (Dismissed)	6	5
Resigned	11	10
Other	35	36
Total	**205**	**188**

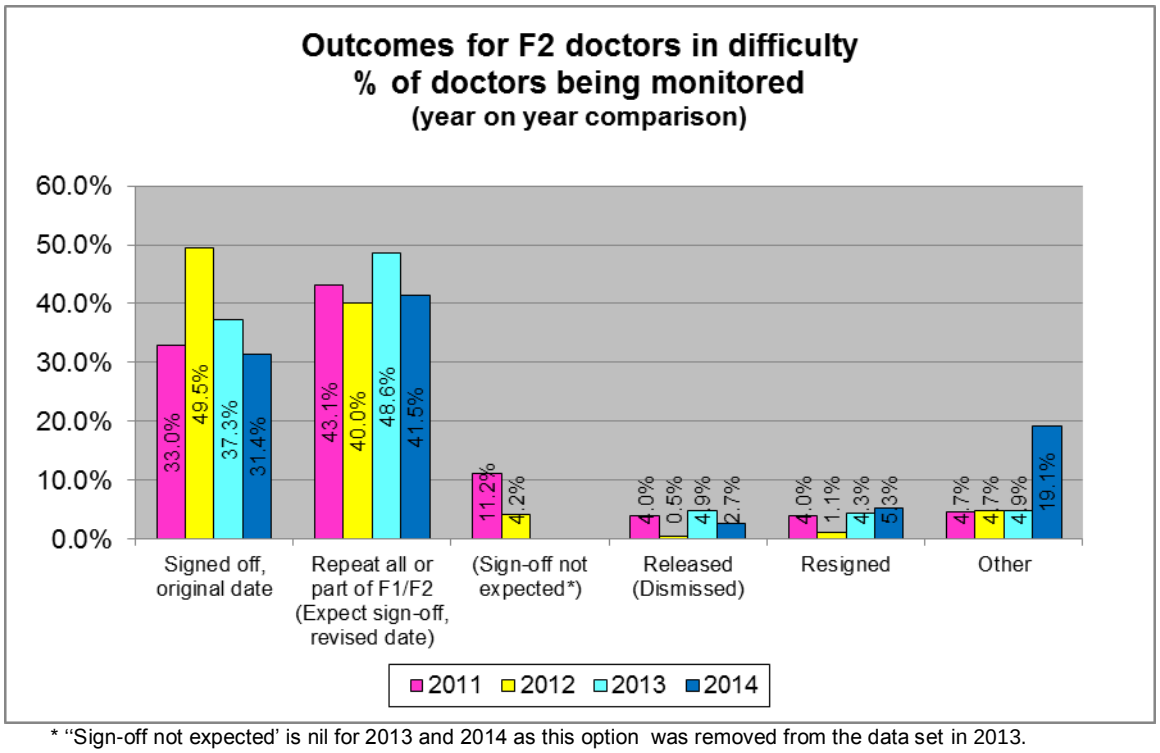
The outcomes for F1 doctors being monitored are illustrated in Figure 18 as a percentage of the total number of doctors being monitored during the year for 2011, 2012, 2013 and 2014. The same information for F2s is shown in Figure 19.

Figure 18: Outcomes for F1 doctors in difficulty (year on year comparison)



* 'Sign-off not expected' is nil for 2013 and 2014 as this option was removed from the data set in 2013.

Figure 19: Outcomes for F2 doctors in difficulty (year on year comparison)



* "Sign-off not expected' is nil for 2013 and 2014 as this option was removed from the data set in 2013.

GMC referrals

Information provided by the foundation schools in the Outcome Summary section of their report returns suggests that 14 F1s and 8 F2s were subject to a GMC Fitness to Practise referral. A difference in values was recorded (13 F1s and 18 F2s) in the revised Doctors in Difficulty section.

For the purpose of the year on year comparison shown below, the same data source (i.e. Outcome Summary section) was used.

F1 referrals account for 0.2% of all F1 doctors and F2 referrals account for 0.1% of all F2 doctors in foundation training ending August 2014. The comparison with 2011, 2012, 2013 and 2014 is shown in Table 28.

Table 28: Doctors referred to the GMC (year on year comparison)

Foundation year	FtP referral to GMC			
	2011	2012	2013	2014
F1	0.4%	0.2%	0.3%	0.2%
F2	0.3%	0.2%	0.2%	0.1%

Section 5 – RECRUITMENT 2014

This section relates to the foundation year commencing in August 2014 and ending in August 2015. It therefore refers to a different foundation year than the previous sections.

Recruitment of F1 doctors

Foundation schools and Units of Application

For the purposes of the national application rounds, some foundation schools combine to form a single unit of application (UoA). During the national application process for the Foundation Programme commencing in August 2014 (FP 2014), there were 25 foundation schools but 21 UoAs. For recruitment to the Academic Foundation Programme commencing in August 2014 (AFP 2014) there were 15 academic units of application (AUoAs). The information in this report is shown at foundation school level and not A/UoA.

Eligibility checking

The eligibility for UK medical students wishing to apply to the Foundation Programme or Academic Foundation Programme was confirmed by their UK medical school. For applicants who were not students at a UK medical school or who qualified from a UK medical school prior to August 2013, their eligibility was checked nationally by the UKFPO's Eligibility Office before the application period opened.

The UKFPO's Eligibility Office assessed the eligibility of 649 potential applicants. Of those, 218 were fully eligible to apply for FP/AFP 2014 and 96 were eligible subject to providing evidence of their right to work in the UK and/or passing the GMC's PLAB exams in order to attain provisional registration before the start of the Foundation Programme.

At the time of the national allocation in March 2014, six applicants were not included in line with the Home Office's resident labour market test as they did not have the right to work in the UK and there were sufficient fully eligible applicants to fill all available places.

As part of the academic and national application processes, any applicant who qualified more than two years prior to the start of the Foundation Programme had to undertake a clinical skills assessment. Of the 70 applicants who undertook clinical skills assessments for FP/AFP 2014, 43 passed and 27 failed.

Recruitment process for AFP vacancies

AFP 2014 applicants completed online application forms at the same time as completing their online FP application on the Foundation Programme Application System (FPAS). AUoAs undertook local short-listing and interviews according to local criteria. Offers were issued to the highest scoring applicants on a single date with a national deadline for these initial offers to be accepted or rejected. Any unfilled places were then offered to reserve list applicants through a cascade process managed by each AUoA. The offers process was managed using FPAS.

The 25 foundation schools reported that 475 (98.9%) AFP places were filled at the start of August 2014. This compares to a fill rate of 96.9% for the previous year.

National application process for FP vacancies

Recruitment to FP vacancies is managed via a national application process, followed by local management of matching successful applicants to particular programmes and undertaking pre-employment checks before issuing a contract of employment. The national application process is managed by the UKFPO and is supported by FPAS.

There were 7,114 vacancies advertised on FPAS for the national application process for FP 2014 and 7,349 applications at the time of allocation (excludes those who accepted AFP posts and those withdrawn from the process prior to the allocation date).

The 7,114 top scoring applicants were allocated to UoAs through the initial allocation in March 2014, with 235 applicants being placed on the reserve list for allocation in batches on pre-determined dates to vacancies that subsequently became available (i.e. where a previously allocated applicant was withdrawn from the process). Each year a number of doctors who are allocated through the national process are subsequently withdrawn and their application is not progressed. Allocated applicants may be withdrawn for a number of reasons, e.g. they do not pass local pre-employment checks or fail their final exams. All 235 reserve list applicants were allocated before the end of the national process.

Pre-allocation on the grounds of special circumstances

Applicants in the national application process for FP vacancies may request pre-allocation to a particular UoA if they meet one or more of the specified criteria (known as special circumstances). For FP 2014 a total of 189 requests for pre-allocation were approved. The categories for the 189 pre-allocation approvals were: parent or guardian of a child under 18 (120); primary carer for a disabled person (15); applicant has a health condition which requires local follow-up (44); or applicant requires local educational support (10).

Local recruitment to any remaining vacancies at the end of the national process

The Conference of Postgraduate Medical Deans of the UK (COPMeD UK) confirmed that the guidance for filling any remaining vacancies at the end of the national process remained consistent with the previous year. Such vacancies should be advertised as one-year locum appointments for service (LAS) which according to GMC regulations require full GMC registration. For FP 2014 no LETBs/postgraduate deaneries/foundation schools reported they had derogated from this guidance.

Table 29 shows the number of F1 doctors appointed at the start of August 2014 through national allocation, the academic recruitment round and other recruitment methods, giving a total of 7,657 F1 doctors in training posts at the start of August 2014.

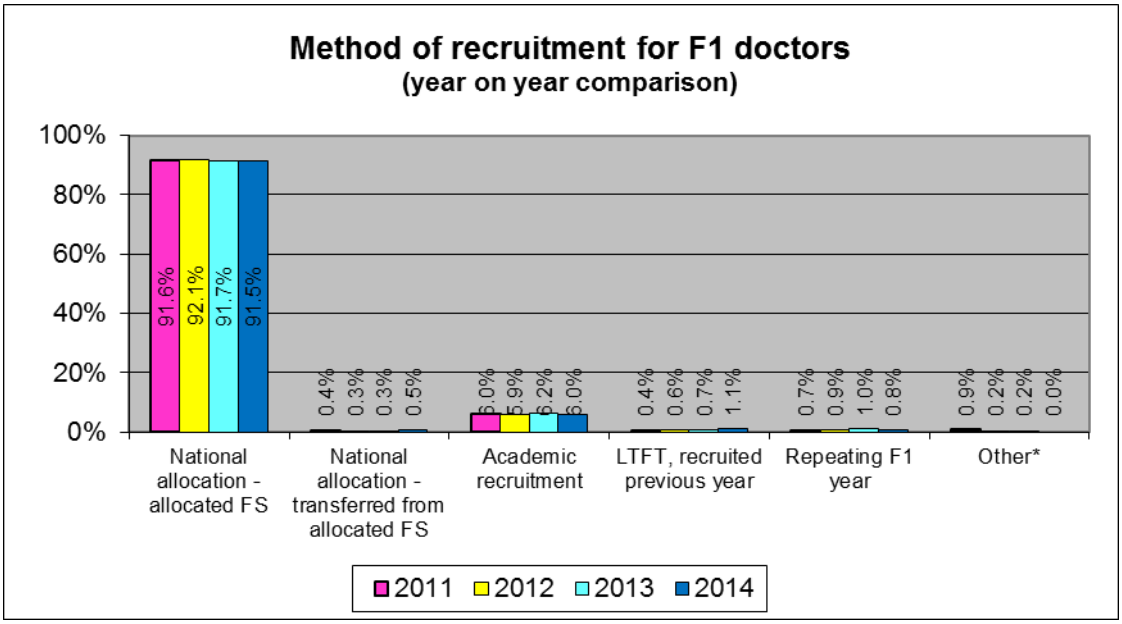
Table 29: F1 doctors appointed at start of August 2014

Number of FS	Recruitment of F1 doctors	Total
25	National allocation - allocated FS	7,006
8	National allocation - transferred from allocated FS	40
22	Academic recruitment	462
14	LTFT, recruited previous year	86
15	Repeating F1 year	63
0	Other*	0
	Total F1 doctors	**7,657**

* includes locally recruited F1 LATs

Figure 20 shows a year on year comparison of the recruitment of F1 doctors.

Figure 20: Method of recruitment for F1 doctors (year on year comparison)



Recruitment of F2 doctors

Many F2 doctors are starting the second year of a two-year programme and so they are not appointed at F2, but are locally matched to an F2 rotation. However, some foundation schools recruit additional doctors at F2 level. For one-year F2 posts commencing in August 2014 for the first time there was a national framework and person specification which foundation schools used as the basis for their local recruitment processes.

All 25 foundation schools provided details of how their F2 doctors were appointed for training commencing in August 2014.

Table 30 shows that 6,930 F2 doctors started the second year of the Foundation Programme in the same foundation school, with 25 doctors transferring to a different foundation school at the end of their F1 year. Those starting the second year of an Academic Foundation Programme accounted for 476 of F2 doctors. A total of 183 F2 places were filled by doctors needing to repeat all or part of their F2 year, which compares with 88 doctors repeating F2 in the previous year.

A total of 224 doctors were appointed to one-year F2 posts and commenced work at the start of August 2014.

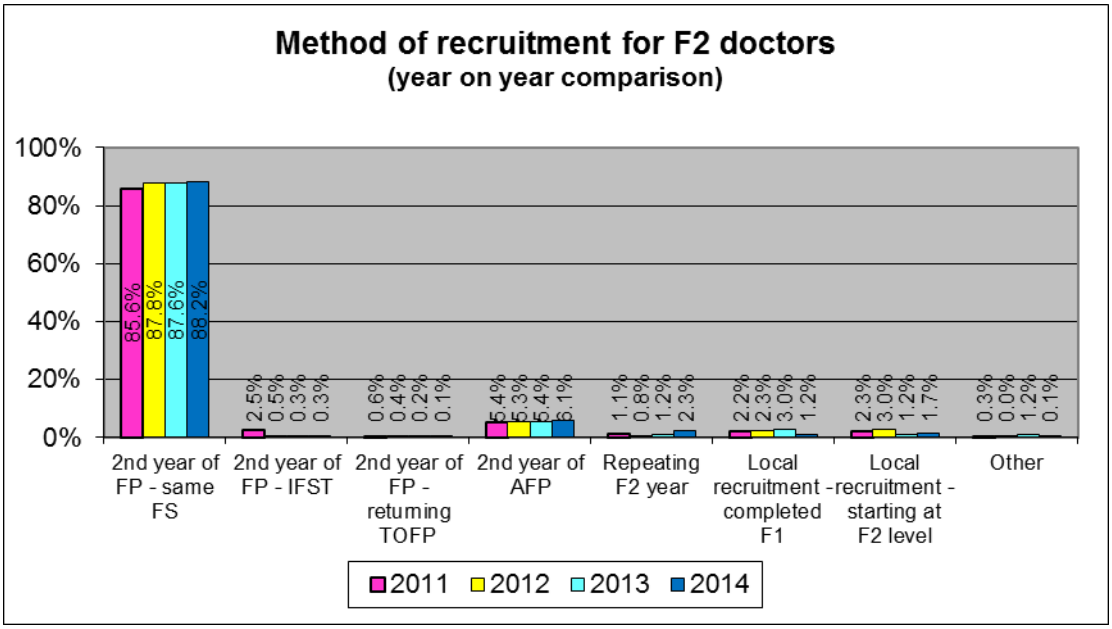
Table 30: Recruitment of F2 doctors

Number of FS	Recruitment of F2 doctors	Total
25	Starting year 2 of two-year programme - same FS	6,930
8	Starting year 2 of two-year programme - IFST	25
5	Starting year 2 - returning from approved TOFP	6
21	Starting year 2 of two-year AFP	476
16	Repeating F2 year	183
10	Local recruitment – one-year post (completed F1 post)	94
13	Local recruitment – one-year post (starting at F2 level)	130
1	Other*	9
	Total	**7,853**

** Includes locally recruited F2 LATs who had already successfully completed F2*

Figure 21 shows the percentage of F2 doctors appointed by the different methods for the last four years.

Figure 21: Method of recruitment for F2 doctors (year on year comparison)



Place of qualification

The majority of doctors starting the Foundation Programme each year are appointed following allocation through the national application process. Medical students and graduates from around the world are able to apply to the Foundation Programme each year, provided they meet all the eligibility criteria.

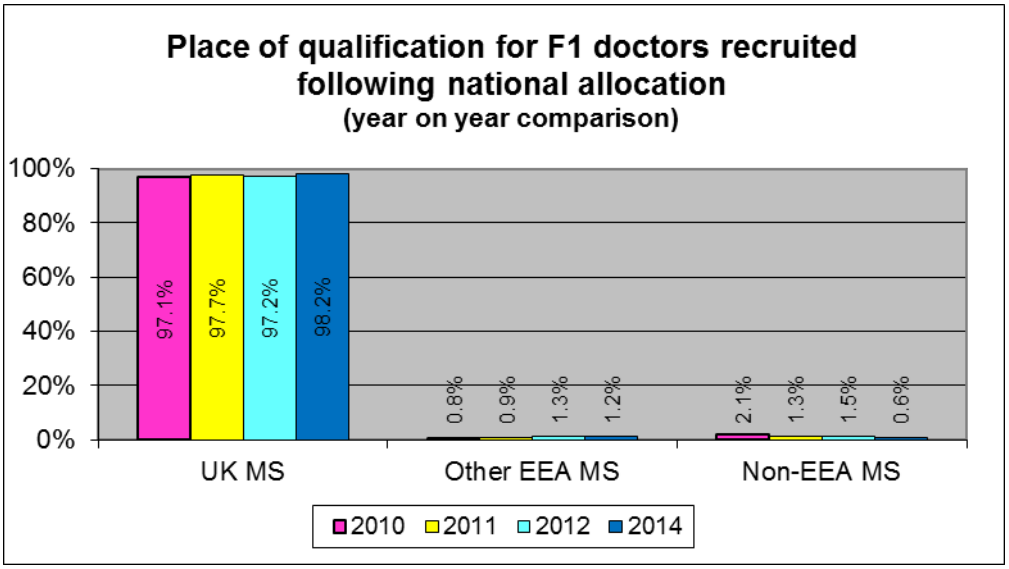
Figure 22 shows the place of qualification for F1 doctors who were appointed following the national application process (i.e. they started work). Data was provided by all 25 foundation schools. These data exclude doctors recruited via the academic recruitment round or through local recruitment processes.

The data show that the majority (98.2%) of F1 doctors qualified at a UK medical school. Of the remaining appointees, 1.2% qualified at an EEA medical school (excluding the UK) and 0.6% qualified from a non-EEA medical school.

The percentages shown in Figure 22 do not necessarily match the percentage split for place of qualification for the total number of applicants *allocated* during the FP 2014 application round. This is because some allocated applicants will not have started the Foundation Programme (i.e. they were not appointed) due to being withdrawn from the process, e.g. they failed final examinations or did not pass local pre-employment checks.

Figure 22 shows a year on year comparison for the percentage of appointees (i.e. those who started work) who qualified from each category of medical school.

Figure 22: Place of qualification for F1 doctors (year on year comparison)



Appendix 1 - Academic Foundation Programme

For purposes of this report, the Academic Foundation Programme (AFP) includes programmes associated with research, medical education, management and leadership, pharmaceutical and e-learning placements. This section of the report refers to the foundation training year starting in August 2013 and ending in August 2014.

Number of Academic Foundation Programme places

Of the 25 UK foundation schools, 20 reported AFP places at F1 and 24 schools reported AFP places at F2 level. Across these schools a total of 459 F1 places and 489 F2 places (two-year programmes plus one-year posts) were available, with a total of 447 F1 and 480 F2 places being filled by the start of August 2013. As with the last two years, the majority (74.3%) of AFPs were in research.

Tables 31 and 32 show the number of AFP places available and filled, split by the type of programme, with the number of foundation schools offering each category for F1 and F2 respectively.

Table 31: AFP places available and filled by category (F1)

Number of FS	Category of Academic FP	F1 - part of 2-year programme	
		Available	Filled
19	Research	340	328
7	Medical education	46	46
2	Management / leadership	16	16
3	Other programmes	57	57
	Totals	**459**	**447**

Table 32: AFP places available and filled by category (F2)

Number of FS	Category of Academic FP	F2 - part of 2-year programme		F2 - stand-alone posts		F2 Total	
		Available	Filled	Available	Filled	Available	Filled
23	Research	325	321	39	37	**364**	**358**
9	Medical education	57	55	6	6	**63**	**61**
2	Management / leadership	20	19	0	0	**20**	**19**
2	Other programmes	36	36	6	6	**42**	**42**
	Totals	**438**	**431**	**51**	**49**	**489**	**480**

Figure 23 shows the total number (F1 plus F2) of two-year AFP places available and filled for each category.

Figure 23: Category of AFP places available and filled (two-year programmes)

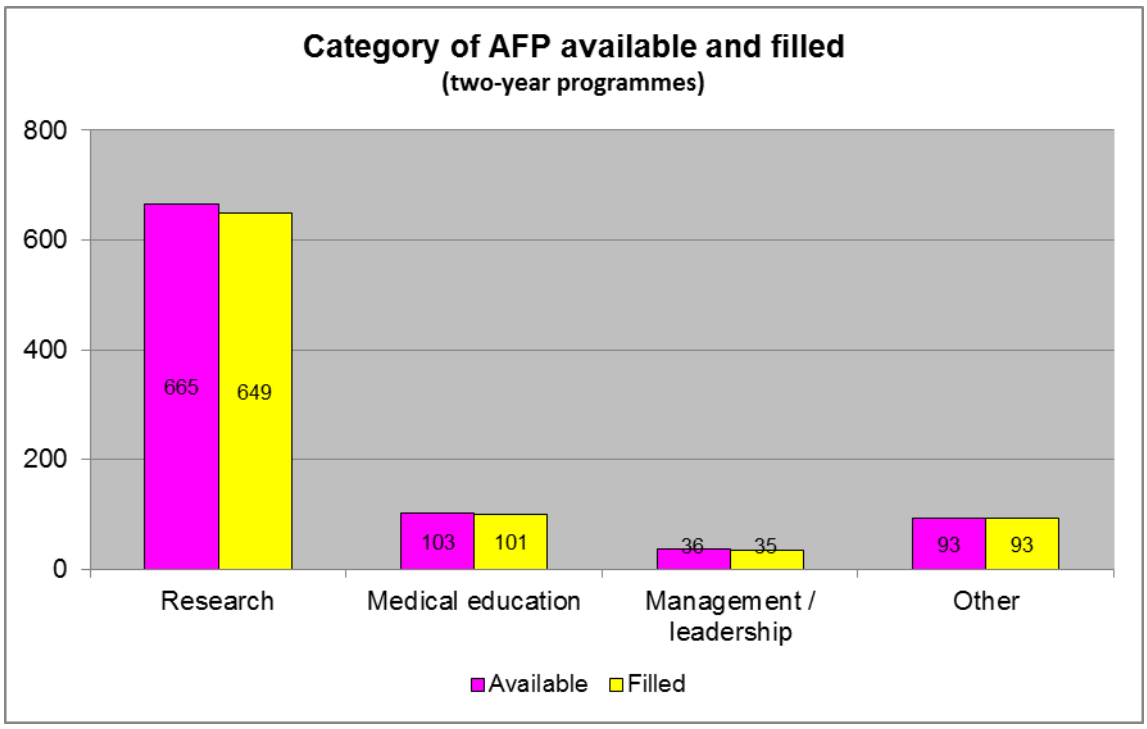


Figure 24 shows that one-year academic F2 posts were available in all categories except for Management/leadership.

Figure 24: Category of AFP places available and filled (one-year F2 posts)

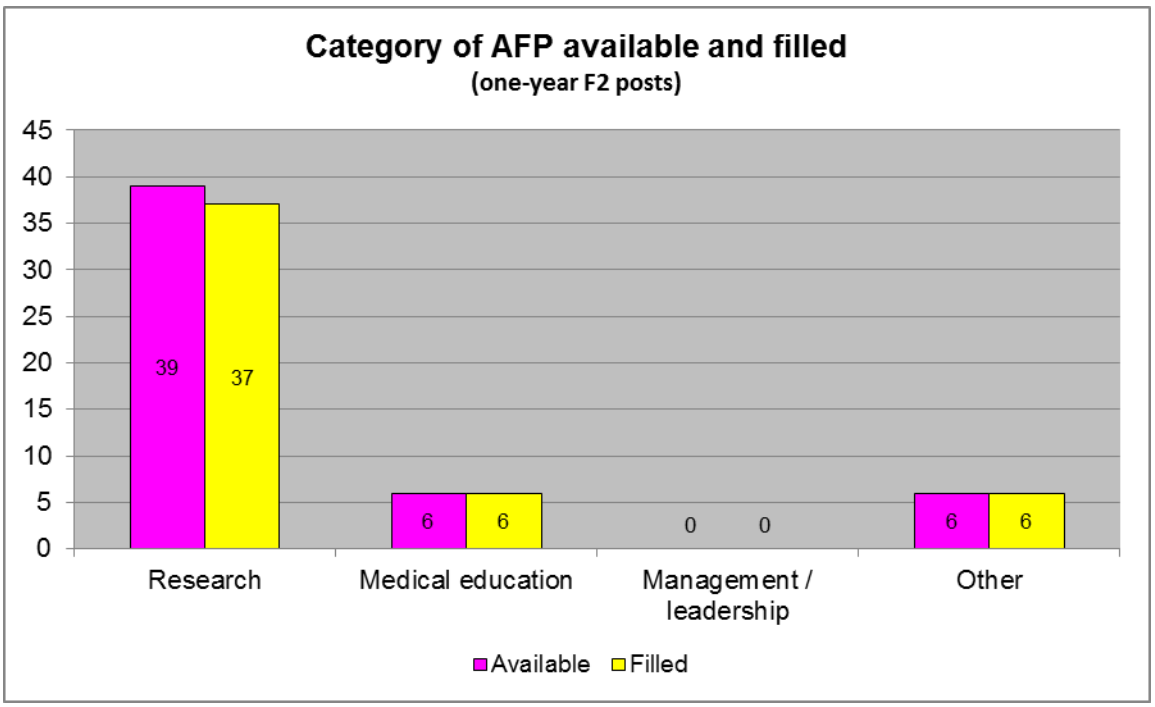


Figure 25 shows the number of each category of academic programme as a percentage of the total number of AFP places offered across all foundation years, including both two-year programmes and standalone F2 posts. Figure 26 gives the year on year comparison.

Figure 25: Percentage categories of AFP

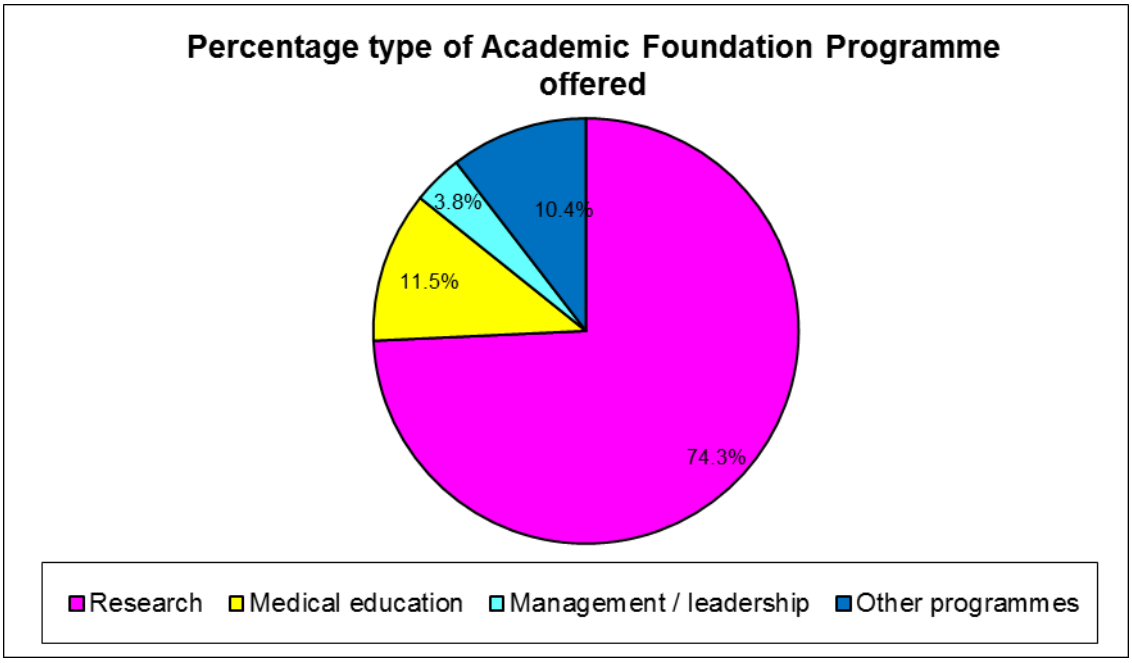
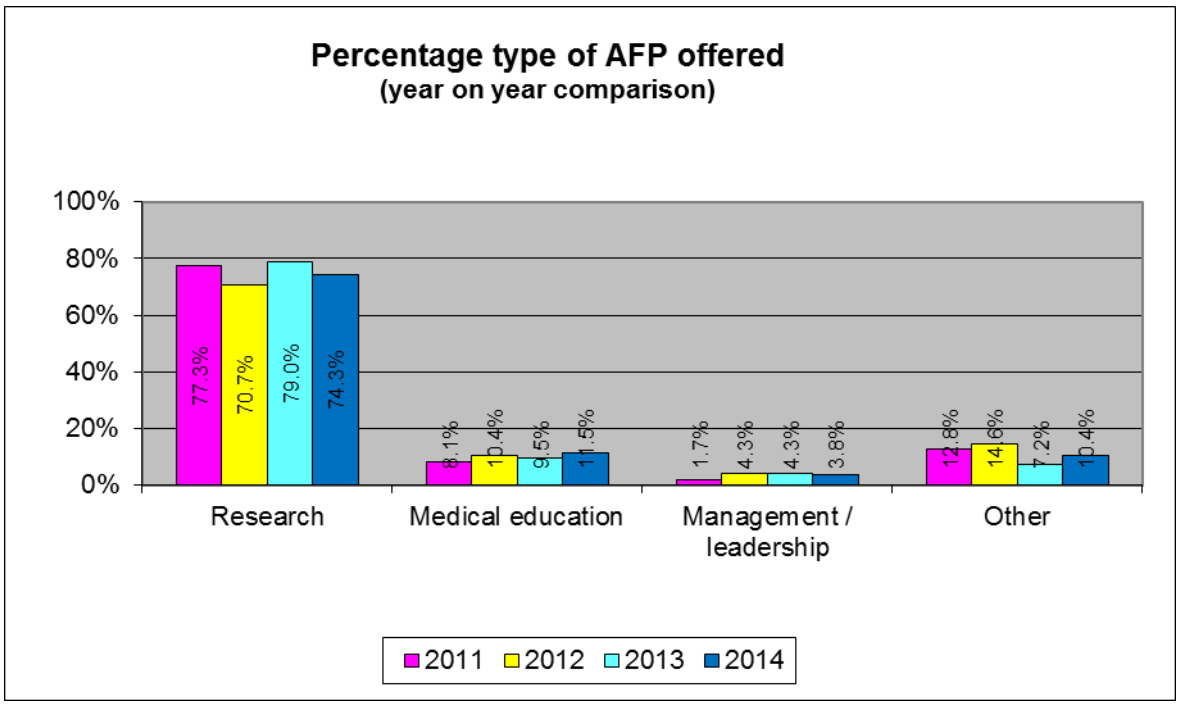


Figure 26: Percentage type of AFP offered (year on year comparison)



Unfilled Academic Foundation Programme places

A total of 12 F1 and 9 F2 places remained unfilled at the start of the Academic Foundation Programme in August 2013. The reasons for these gaps are shown in Table 33.

Table 33: Reasons for unfilled AFP places

Reasons for unfilled AFP places in August 2013	AFP year	
	F1	F2
Appointee not identified by August 2013	10	6
Appointee transferring to a flexible training programme too late to find a replacement	0	1
Appointee resigned too late to find a replacement	1	2
Appointee failed finals too late to find a replacement	1	
Total	**12**	**9**

The unfilled places accounted for 2.6% of all F1 AFP places and 1.8% of F2 AFP places. This compares to 3.2% and 3.0% in 2013, 0.9% and 1.4% in 2012 and 1.4% and 0.09% in 2011 respectively.

Academic Foundation Programme outcomes and career destinations

All 20 foundation schools with AFPs at F1 level provided information regarding the outcome and next career destination for F1 doctors in AFPs. From the 20 schools, a total of 442 (98.2%) F1s in AFPs successfully completed their F1 year, with 8 (1.8%) doctors not being signed off.

Table 34 shows the next career destination for all AFP F1 doctors who successfully completed the F1 year.

Table 34: Destinations for AFP F1 doctors

Destinations for AFP F1 doctors	No.	%
F2 in the same foundation school	439	99.3%
Stand-alone F2 in a different foundation school	2	0.5%
Approved TOFP but intend to return	1	0.2%
Total	**442**	**100.0%**

All 24 foundation schools with AFPs at F2 level provided information regarding the outcomes and career destinations for foundation doctors completing their AFP F2 year in August 2014. The 24 schools reported that a total of 464 (96.1%) AFP doctors were signed off at the end of their F2 year, with 19 (3.9%) doctors not being signed off. Again the reported numbers suggest three appointments were made at F2 soon after the start of August 2013.

The number of F2 doctors who successfully completed their AFP training and provided details of their next career destination is 447 (96.3%). Of the known career destinations, 321 (71.8%) doctors were appointed to specialty training in the UK. This compares with 57.6% of doctors completing a standard foundation programme. Table 35 shows the career destinations reported.

Table 35: Career destinations for AFP F2 doctors

Destinations for AFP F2 doctors	No	%
Specialty training in UK - run-through training programme	94	21.0%
Specialty training in UK - core training programme	157	35.1%
Specialty training in UK - academic programme	65	14.5%
Specialty training in UK – Fixed-Term Specialty Training Appointment	3	0.7%
Specialty training in UK - deferred for higher degree	1	0.2%
Specialty training in UK - deferred for statutory reasons	1	0.2%
Sub-total for specialty training in UK	***321***	***71.8%***
Locum appointment for training (LAT) in UK	1	0.2%
Specialty training outside UK	1	0.2%
Service appointment in UK	16	3.6%
Other appointment outside UK	16	3.6%
Still seeking employment as a doctor in the UK	25	5.6%
Still seeking employment as a doctor outside the UK	11	2.5%
Not practising medicine - taking a career break	30	6.7%
Not practising medicine - permanently left profession	0	0.0%
Other (e.g. anatomy demonstrator, higher education)	26	5.8%
Total signed off, known destinations	**447**	**100.0%**

Academic foundation doctors not signed off

For the academic foundation year ending in August 2013, 8 doctors were not signed off at the end of AFP F1 and 19 were not signed off at the end of AFP F2. Table 36 shows the reasons for doctors (F1 and F2) not being signed off at the end of their AFP year.

Table 36: Reasons for AFP doctors not being signed off

Reasons for not being signed-off	F1	F2
Less than fulltime training (LTFT)	1	2
>4 weeks absence	4	6
Extended/remedial training agreed	2	1
Left the Foundation Programme: following a period of extended/remedial training	0	1
Dismissed following GMC referral	0	1
Resigned	1	7
Left programme, other reason	0	1
Total	**8**	**19**