



Foundation Programme Annual Report 2015

UK Summary

Report No. 7
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EXECUTIVE SUMMARY

The UKFPO has produced the Foundation Programme Annual Report since 2009. All 23 foundation schools submitted a return in 2015, 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 since 2009 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 the last five years where available and appropriate. The key findings are set out below.

Foundation schools 2014/15

This section relates to the foundation year commencing in August 2014 and ending in August 2015 and provides data on the size of foundation schools, staffing levels and foundation programme fill rates. The number of foundation schools for this year reduced from 25 to 23 due to a restructure in the West Midlands.

The number of Foundation Programme places across the 23 schools ranges from 156 to 876 at F1 and from 172 to 879 at F2.

One foundation school employs a full-time foundation school director (FSD), with the average being 0.6 FTE. The majority of FSDs continue as part-time clinical staff. Ten foundation schools employ at least one full-time foundation school manager (FSM), with the average being 0.8 FTE. On average, there is just under half a day per week of FSD time allocated to every 100 foundation doctors and just under two days per week of FSM time.

Across the UK, 7,554 (98.2%) F1 places and 7,817 (98.6%) F2 places were filled at the start of the foundation year. 141 (1.8%) F1 and 108 (1.4%) F2 places remained unfilled at the start of August 2013. It is likely that many of these places were filled at a later date. Two hundred and nineteen (2.8%) F2 places were filled by doctors in one-year posts at the start of August, with a further 108 being available. This number does not include any service posts, e.g. LAS, which were recruited locally by employing organisations.

Foundation doctors 2014/15

This section relates to the foundation year commencing in August 2014 and ending in August 2015 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 56.0% of F1 doctors and 57.4% of F2 doctors being female. At F1, 19/23 foundation schools have doctors who are training less than full-time either in job shares or in supernumerary posts, and 3 schools have other supernumerary foundation doctors. For F2, this is 22 and 17 schools respectively.

Delivering foundation training 2014/15

This section relates to the foundation year commencing in August 2014 and ending in August 2015 and covers local matching to programmes, programme configuration and specialty exposure.

Twelve foundation schools match doctors to two year rotations before the start of the Foundation Programme, with 10 schools matching to one year rotations and one school using 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, 99.8% of rotations include placements that meet the nationally recommended minimum of four and maximum of six months with only 0.2% 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 (76.3%), general (internal) medicine (57.0%) and geriatric medicine (23.5%). The top three CCT specialties experienced by F2 doctors were general practice (45.7%), emergency medicine (42.4%) and general (internal) medicine (20.3%).

Foundation Programme Annual Report 2015

The percentages are calculated using the total number of doctors who would rotate through each specialty if all training programmes were filled.

One school did not provide any data about tasters. The remaining 22 foundation schools reported that F2 doctors undertook tasters normally ranging from two to five days. Twenty-one 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 2014/15

This section relates to the foundation training year commencing in August 2014 and ending in August 2015 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 7,421 (97.6%) F1 and 7,553 (95.7%) F2 doctors signed off as having attained the appropriate level of competence in August 2015. Excluding 39 F1 and 99 F2 doctors who continued into a further year as expected due to training less than full-time, 142 (1.9%) F1 doctors and 244 (3.1%) F2 doctors were not signed off in August 2015. 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 (99.2%) of F1 doctors signed off in August 2015 are continuing with their foundation training in the UK. Only 0.8% of doctors signed off at the end of F1 left the Foundation Programme. Just under 97% of foundation doctors successfully completing their foundation training (F2) in 2015 participated in a career destination survey. Of these, 98.2% provided complete responses which indicate that 52.0% were appointed to specialty training in the UK; 13.1% are taking a career break and 6.5% were appointed to positions outside the UK. Just 0.3% reported they had left the medical profession permanently.

A total of 278 (3.7%) F1 and 239 (3.1%) F2 doctors were monitored under foundation schools' local doctors in difficulty processes across the 23 foundation schools. Of these F1 doctors, 90.6% completed a transfer of information form and 46.0% had been identified as having difficulties via the form. The main area of concern for both F1 and F2 related to doctors' personal health.

3.3% of F1 doctors from UK medical schools required additional support compared with 8.7% from EEA medical schools and 14.0% from non-EEA medical schools.

The outcome for foundation doctors in difficulty was typically favourable, with 39.2% of F1s and 32.2% of F2s being signed off by the original end date of their foundation year. A further 38.1% of F1s and 38.1% of F2s are expected to be signed off by an agreed, extended end date.

Ten (0.1%) F1 and 11 (0.2%) F2 doctors were referred to the GMC for fitness to practise issues.

Recruitment 2015

This section relates to the foundation year commencing in August 2015.

Following the national allocation, 6,924 (96.7%) F1 doctors were appointed having graduated from UK medical schools, with 237 (3.3%) graduating outside the UK.

6,779 (93.3%) doctors started the second year (F2) of a two-year programme (F2), with 162 (2.2%) repeating their F2 year. 313 (4.3%) doctors were appointed locally to one-year F2 programmes and other recruitment methods were reported for 17 (0.2%) doctors.

Appendix – Academic Foundation Programmes 2014/15

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 436 AFP places at F1 and 506 places at F2. Research programmes accounted for 81.4% of all AFP places (F1 and F2), with 9.6% being offered in medical education, 3.4% in medical management/leadership and 5.6% in other categories

THE FOUNDATION PROGRAMME ANNUAL REPORT 2015

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 to and structures and outcomes of the Foundation Programme across the UK. The report does not include information from the UK-affiliated 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 routinely the GMC and with Health Education England (HEE), the four UK health departments and other key stakeholders as requested;
- it provides UK-wide 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 are 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 variances.

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. No changes were made for the 2015 report.

2015 report

The results of the 2015 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 2015. The fifth section refers to appointees to the foundation year commencing in August 2015.

Where possible, a comparison with the results from the 2011, 2012, 2013 and 2014 reports is provided. A year on year comparison is not possible for every section due to incomplete returns in the early years and revised data sets for 2013 and 2014.

Before the start of the Foundation Programme in August 2014, the West Midlands foundation schools were re-structured and reduced from five schools to three. Therefore, the number of foundation schools across the UK included in this year's report is 23 compared to 25 in previous years.

Section 1 – FOUNDATION SCHOOLS 2014/15

This section relates to the foundation year commencing in August 2014 and ending in August 2015. It describes the size and staff resources in place across the 23 UK foundation schools.

Number of Foundation Programme places available in August 2014

As a snapshot at the beginning of August 2014, the 23 foundation schools reported there were a total of 7,695 F1 places and 7,925 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) is given to allow a comparison over the last five years. The median size of a foundation school (excluding AFPs) has remained relatively stable since 2011.

Table 1: Number of available Foundation Programme (FP) places at start of August 2014

FP places at start of August 2014	Std	AFP	Total	Min	Max	Mean	Median	Year on year comparison (median excluding AFP)				
								2011	2012	2013	2014	2015
F1 places	7,259	436	7,695	156	876	335	290	275	271	266	278	269
F2 places	7,419	506	7,925	172	879	345	309	282	276	274	278	280

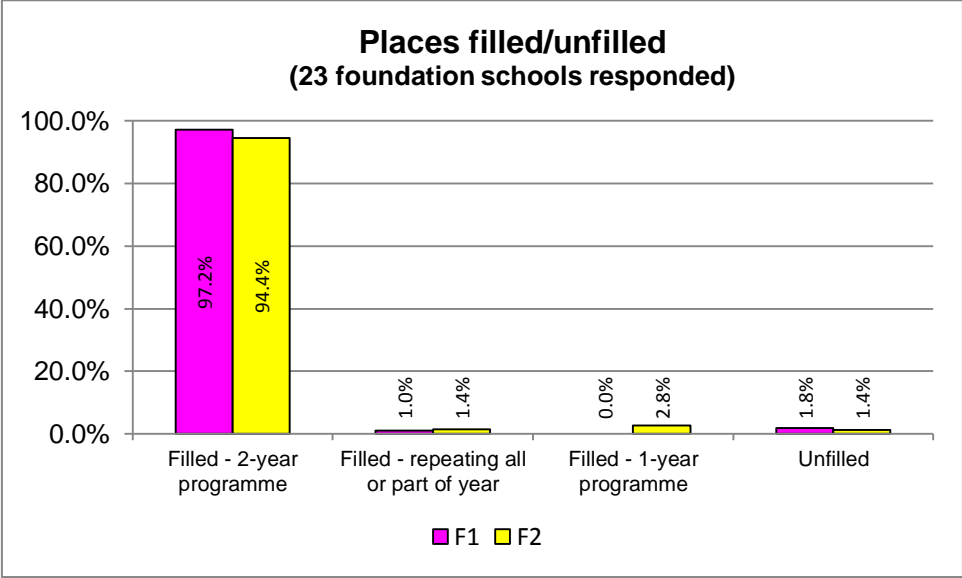
All 23 schools provided information about the number of places filled by foundation doctors on a two year foundation programme and those appointed to one-year F2 programmes. Table 2 shows the number of places filled and unfilled.

Table 2: Places filled and unfilled at start of August 2014

Foundation Programme places filled at start of August 2014	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Filled - 2-year programme	7,046	432	7,478	7,000	485	7,485
Filled - repeating all or part of year	76	0	76	112	1	113
Filled - 1-year post	0	0	0	206	13	219
Sub-total filled	7,122	432	7,554	7,318	499	7,817
Unfilled	137	4	141	101	7	108
Total number of places	7,259	436	7,695	7,419	506	7,925

Figure 1 shows the Foundation Programme places filled and unfilled as a percentage of the total number of places in the 23 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 23 foundation schools provided data about unfilled places and reported that a total of 141 F1 and 108 F2 places were unfilled at the start of August 2014. The number of unfilled F1 places at the start of August 2014 (141) was higher than compared to the start of August 2013 (85).

Based on the report numbers, 1.8% of F1 places and 1.4% 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

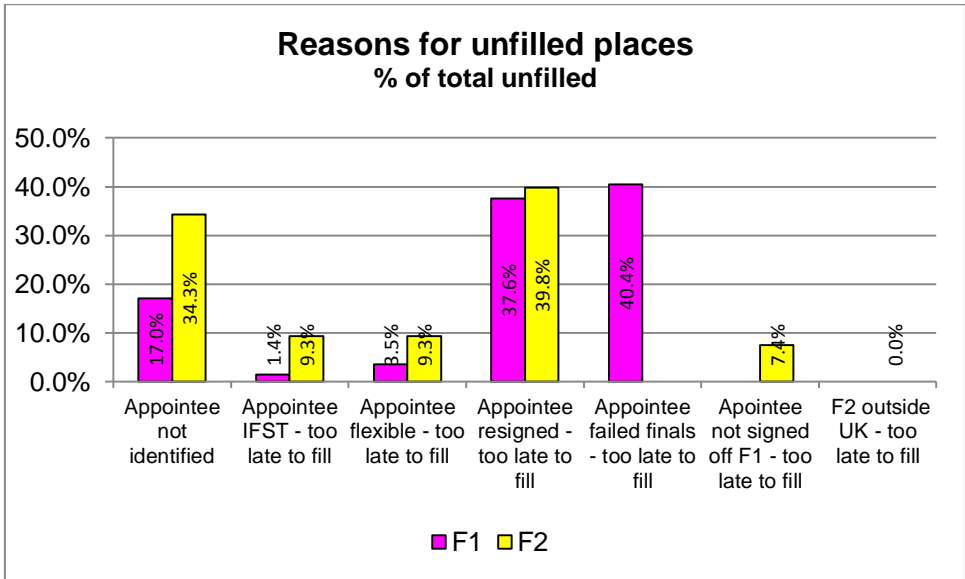
All foundation schools with unfilled places provided data in this section. The reasons are broken down in Table 3.

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

Number of FS affected		Reasons for vacancies remaining at start of August 2014	F1		F1 Total	F2		F2 Total
F1	F2		Std	AFP		Std	AFP	
9	12	Appointee not identified by August 2014	22	2	24	32	5	37
2	5	Appointee transferring to another foundation school too late to find a replacement	2	0	2	10	0	10
3	3	Appointee transferring to a flexible training programme too late to find a replacement	5	0	5	10	0	10
15	9	Appointee resigned too late to find a replacement	53	0	53	41	2	43
12		Appointee failed finals too late to find a replacement	55	2	57			0
	4	Appointee not signed off at end of F1 too late to find a replacement			0	8	0	8
	0	Appointee undertaking F2 outside the UK too late to find a replacement			0	0	0	0
Total			137	4	141	101	7	108

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 23 UK foundation schools vary substantially in size. 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 from 2011 through to 2015, and there has been minimal change for foundation school managers and foundation school administrators/coordinators since 2012. There has been a reduction in ‘other’ resource for 2015 compared to the past three years.

Table 4: Levels of resource (FTE)

Number of FS	Role	FTE equivalent			Year on year MEDIAN comparison				
		Min	Max	Mean	2011	2012	2013	2014	2015
23	Foundation school director	0.2	1.0	0.6	0.4	0.4	0.4	0.4	0.4
20	GP associate dean (time dedicated to foundation)	0.0	1.4	0.2	0.1	0.1	0.1	0.1	0.1
23	Foundation school manager	0.2	2.7	0.8	0.9	0.8	0.8	0.8	0.8
23	Foundation school administrator / coordinator	0.3	9.0	1.8	1.1	1.0	1.0	1.0	1.0
20	Other	0.0	8.5	1.5	0.5	1.0	1.0	1.0	0.7

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 foundation schools directors has remained static since 2012, with a small increase this year for foundation school managers.

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	2015
Foundation school director	0.02	0.27	0.10	0.08	0.07	0.07	0.07	0.07
Foundation school manager	0.06	0.52	0.23	0.14	0.17	0.17	0.17	0.19

Section 2 – Foundation doctors 2014/15

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 23 foundation schools, the gender split for F1 and F2 doctors is shown in Table 6.

Table 6: Gender split for F1 and F2 for the year ending in August 2015

Foundation year	Male	Female
F1	44.0%	56.0%
F2	42.6%	57.4%

Table 7 shows the gender split for F1 and F2 for the foundation years ending in August 2011, 2012, 2013, 2014 and 2015. It can be seen that the male:female ratio for both F1 and F2 has remained approximately 40:60 across the five years, although the percentage of males in both F1 and F2 has gradually increased since 2011.

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

Gender split - year on year comparison	F1					F2				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
Male	40.7%	40.2%	41.9%	43.3%	44.0%	39.3%	41.1%	40.3%	42.4%	42.6%
Female	59.3%	59.8%	58.1%	56.7%	56.0%	60.7%	58.9%	59.7%	57.6%	57.4%

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

Nineteen of the 23 foundation schools had F1 doctors training on a less than full-time (LTFT) basis for the foundation year starting August 2014. This compares to 20 schools for the previous year. The number of schools who had F2 doctors training LTFT was 22, one less than reported in the previous year.

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

F2 supernumerary foundation posts (other than LTFT supernumerary) were created by seven foundation schools, the same number as reported in the previous year.

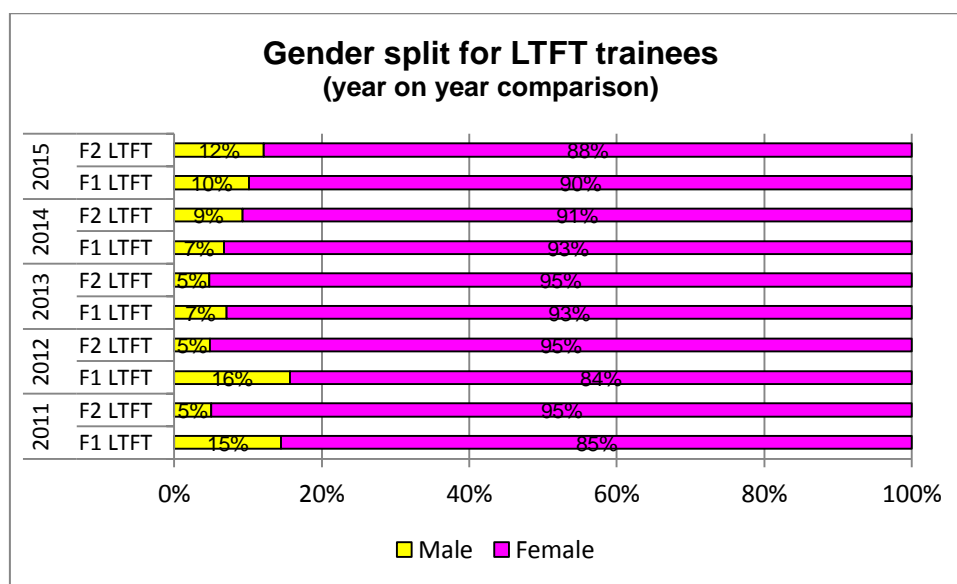
The total number of LTFT and supernumerary posts requested and approved is shown in Table 8.

Table 8: LTFT and supernumerary foundation training requested and approved

Number of FS affected	Less than full-time (LTFT) & supernumerary foundation training	Standard		Academic	
		Req'd	App'd	Req'd	App'd
9	F1 LTFT doctors in job-shares	24	24	1	1
12	F1 LTFT doctors in supernumerary posts	36	36	1	1
12	F1 LTFT doctors - other	17	16	1	1
3	Other supernumerary F1 doctors	5	3	0	0
	Total F1	82	79	3	3
14	F2 LTFT doctors in job-shares	78	78	0	0
14	F2 LTFT doctors in supernumerary posts	61	61	0	0
12	F2 LTFT doctors - other	26	25	1	1
7	Other supernumerary F2 doctors	13	13	1	1
	Total F2	178	177	2	2

The gender split for the F1 LTFT cohort is 10% male and 90% female. The gender split for the F2 LTFT cohort is 12% male and 88% female. Figure 3 shows the male:female ratios for LTFT training over the last five years.

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



For supernumerary training (not including LTFT posts) the gender split is 67% male and 33% female for F1 (n=3), and 50% male and 50% female for F2 (n=14).

Figure 4 shows the number of LTFT and supernumerary F1 doctors as a percentage of the total F1 doctors for the last five years. The percentage of F1 doctors training LTFT and in other supernumerary posts has decreased slightly this year.

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

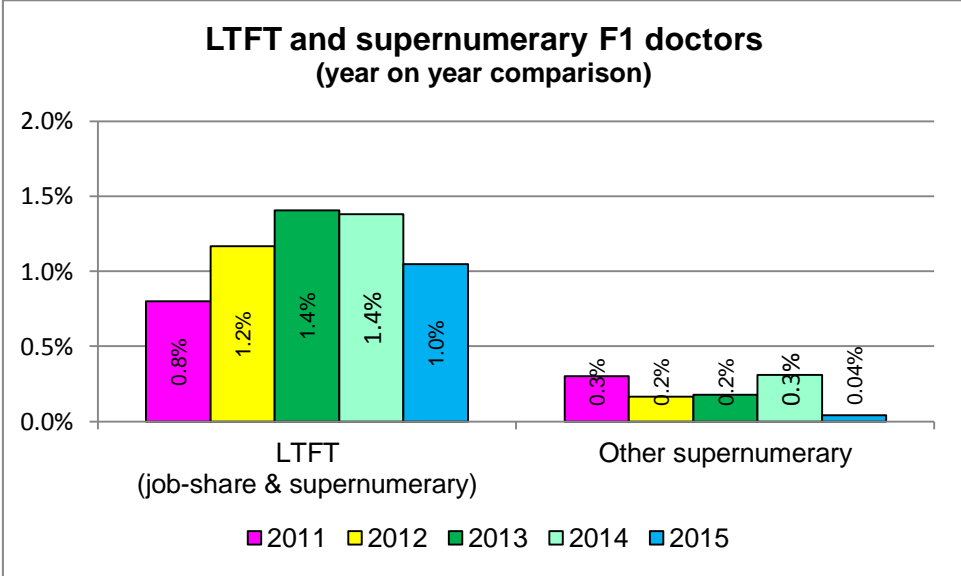
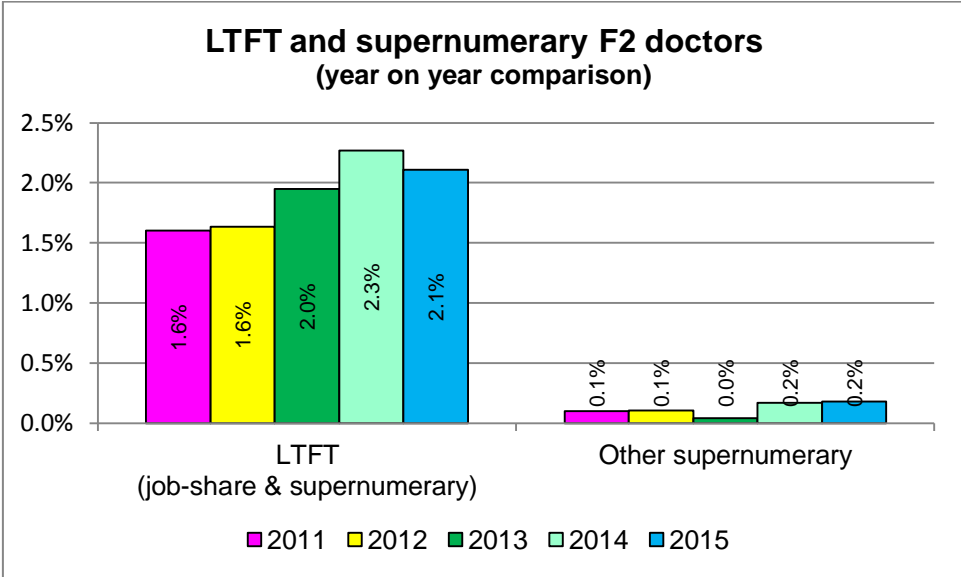


Figure 5 shows the number of LTFT and supernumerary F2 doctors as a percentage of total F2 doctors for the last five years. As with F1 doctors, the percentage of F2 doctors training LTFT has decreased slightly this year but the percentage of F2 doctors in other supernumerary posts has remained the same.

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



Section 3 – DELIVERING FOUNDATION TRAINING 2014/15

This section relates to the foundation year commencing in August 2014 and ending in August 2015. 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 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 separate process during the first year to match individual doctors to F2 rotations.

All 23 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

Match to one- or two-year rotations (year on year comparison)	2011	2012	2013	2014	2015
One-year rotation	10	6	7	8	10
Two-year rotation	14	13	10	11	12
Combination of both	1	6	8	6	1

Configuration of foundation programmes

Since August 2012¹, the recommended duration of a foundation programme placement has been between four and six months, in response to the *Foundation for Excellence* report produced by Professor John Collins, 2010. Foundation schools are delivering a combined total of 99.8% of F1 placements and 99.1% of F2 placements which meet the recommended duration.

The percentage of F1 and F2 placements meeting the recommended duration has increased year on year. For F1 placements, the percentage meeting the recommended duration has increased from 93.2% in 2012, 95.1% in 2013 and 98.5% in 2014. The percentage of F2 placements meeting the recommended duration remains the same as last year (99.1%), but this is an increase from 97.4% in 2012 and 98.6% in 2013.

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

¹ *The UK Foundation Programme Reference Guide, UKFPO July 2012 (Reference Guide 2012)*

Table 10: Configuration of foundation programmes

Number of FS		Configuration of rotations	F1			F2		
F1	F2		Std	AFP	Total	Std	AFP	Total
23	23	3x4 months	7,095	436	7,531	7,319	463	7,782
5	3	2x6 months	150	0	150	39	30	69
1	0	4x3 months	12	0	12	0	0	0
2	5	Other	2	0	2	61	13	74
		Total	7,259	436	7,695	7,419	506	7,925

Figures 6 (F1) and 7 (F2) show the percentage of individual rotations comprising different configurations reported in the last five years.

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

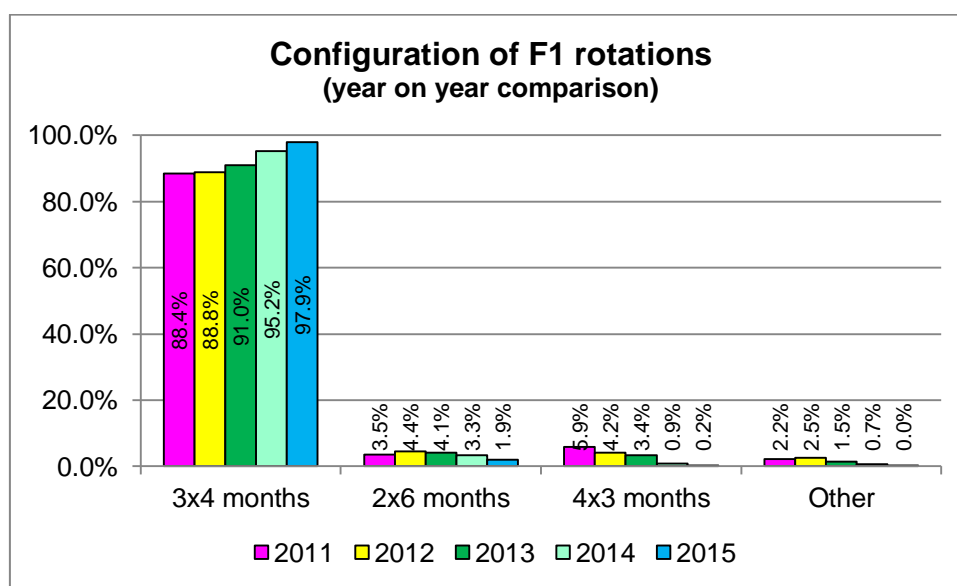
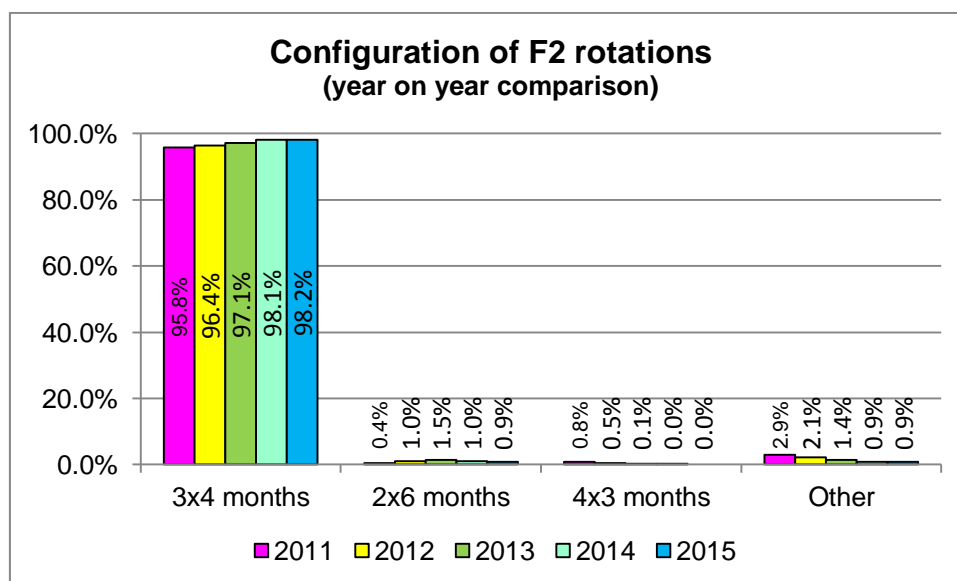


Figure 7: Configuration of F2 rotations (year on year comparison)



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 23 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 CCT² 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	0.1%	1.1%
Academic - Management and Leadership	0.0%	0.1%
Academic - Research	0.8%	3.6%
Acute Internal Medicine	17.1%	9.0%
Allergy	0.0%	0.3%
Anaesthetics	4.1%	1.7%
Audio Vestibular Medicine (Audiological Medicine)	0.0%	0.0%
Cardiology	8.7%	5.8%
Cardio-thoracic Surgery	0.2%	1.5%
Chemical Pathology	0.1%	0.6%
Child and Adolescent Psychiatry	0.2%	0.2%
Clinical Genetics	0.0%	0.1%
Clinical Neurophysiology	0.0%	0.0%
Clinical Oncology	0.8%	2.3%
Clinical Pharmacology and Therapeutics	0.2%	0.2%
Clinical Radiology	0.2%	0.3%
Community Placement Specialties	0.5%	0.8%
Community Sexual and Reproductive Health	0.0%	0.2%
Dermatology	0.3%	0.5%
Diagnostic neuropathology	0.0%	3.3%
Emergency Medicine (A&E)	5.9%	42.4%
Endocrinology and Diabetes Mellitus	5.4%	2.1%
Forensic histopathology	0.0%	0.0%
Forensic Psychiatry	0.0%	0.1%
Gastroenterology	9.1%	3.3%
General (Internal) Medicine	57.0%	20.3%
General Practice	0.0%	45.7%
General Psychiatry	12.3%	14.5%
General Surgery	76.3%	16.1%
Genito-urinary Medicine	0.3%	1.8%
Geriatric Medicine	23.5%	14.8%
Haematology	1.6%	2.4%
Hepatology	0.5%	0.1%
Histopathology	0.2%	0.6%
Immunology	0.0%	0.1%
Infectious Diseases	1.0%	0.6%

²

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
Intensive Care Medicine	3.5%	7.1%
Medical Microbiology	0.0%	0.8%
Medical Microbiology and Virology	0.0%	0.3%
Medical Oncology	0.9%	1.7%
Medical Ophthalmology	0.0%	0.0%
Medical Psychotherapy	0.0%	0.0%
Medical Virology	0.0%	0.0%
Neurology	0.7%	1.4%
Neurosurgery	0.5%	1.9%
Nuclear Medicine	0.0%	0.1%
Obstetrics and Gynaecology	3.5%	13.1%
Occupational Medicine	0.1%	0.1%
Old Age Psychiatry	0.9%	1.5%
Ophthalmology	0.2%	2.1%
Oral and Maxillo-facial Surgery	0.0%	0.5%
Otolaryngology	1.6%	5.5%
Paediatric and Perinatal Pathology	0.0%	0.1%
Paediatric Cardiology	0.0%	0.0%
Paediatric Surgery	1.0%	0.5%
Paediatrics	7.7%	16.2%
Palliative Medicine	0.7%	1.5%
Pharmaceutical Medicine	0.0%	0.0%
Plastic Surgery	0.8%	1.4%
Psychiatry of Learning Disability	0.0%	0.0%
Public Health Medicine	0.2%	1.3%
Rehabilitation Medicine	1.2%	1.0%
Renal Medicine	2.5%	2.8%
Respiratory Medicine	11.8%	4.4%
Rheumatology	1.6%	1.0%
Sport and Exercise Medicine	0.1%	0.0%
Stroke Medicine	1.9%	1.4%
Trauma and Orthopaedic Surgery	13.8%	19.3%
Tropical Medicine	0.0%	0.0%
Urology	8.7%	4.2%
Vascular Surgery	4.2%	0.6%

** 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 the last five years. Overall, the top five specialties experienced by F1 doctors have remained the same for the last four years. For F2 doctors the top five specialties remained the same for the previous four years with paediatrics replacing general surgery this year.

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

Top five specialties experienced by F1 doctors										
2011		2012		2013		2014		2015		
Specialty	% F1s	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%	General surgery	76.3%
2	General (internal) medicine	64.4%	General (internal) medicine	58.9%	General (internal) medicine	61.3%	General (internal) medicine	56.4%	General (internal) medicine	57.0%
3	Geriatric medicine	23.7%	Geriatric medicine	23.1%	Geriatric Medicine	24.0%	Geriatric Medicine	21.9%	Geriatric Medicine	23.5%
4	Trauma & orthopaedic surgery	15.3%	Trauma & orthopaedic surgery	14.7%	Trauma & Orthopaedic Surgery	14.9%	Acute Internal Medicine	15.0%	Acute Internal Medicine	17.1%
5	Respiratory medicine	12.3%	Acute internal medicine	12.5%	Acute Internal Medicine	14.1%	Trauma & Orthopaedic Surgery	13.8%	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		2015		
Specialty	% F2s	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%	General Practice	45.7%
2	General practice	35.6%	General practice	43.8%	General Practice	40.7%	General Practice	43.3%	Emergency Medicine	42.4%
3	General (internal) medicine	19.0%	General (internal) medicine	22.9%	Trauma & Orthopaedic Surgery	21.2%	Trauma & Orthopaedic Surgery	19.6%	General (internal) medicine	20.3%
4	Trauma & orthopaedic surgery	17.0%	Trauma & orthopaedic surgery	21.6%	General (Internal) Medicine	19.6%	General (internal) medicine	19.5%	Trauma & Orthopaedic Surgery	19.3%
5	General surgery	15.3%	General surgery	20.4%	General Surgery	16.5%	General Surgery	15.8%	Paediatrics	16.2%

Specialties experienced via ‘tasters’

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

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

Of the 22 schools who provided taster information, all indicated that doctors undertook tasters during F2, with 21 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 2015.

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
Anaes and critical care	130	256
Medical specialities	177	325
Obstetrics & gynaecology	38	84
Ophthalmology	33	48
Paediatrics	72	141
Pathology and lab based	32	51
Psychiatry	88	77
Radiology	41	126
Surgical specialities	113	155
Emergency medicine	34	60
Public health medicine	28	45
General practice	50	111
Academic medicine	33	37
Totals	869	1516

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

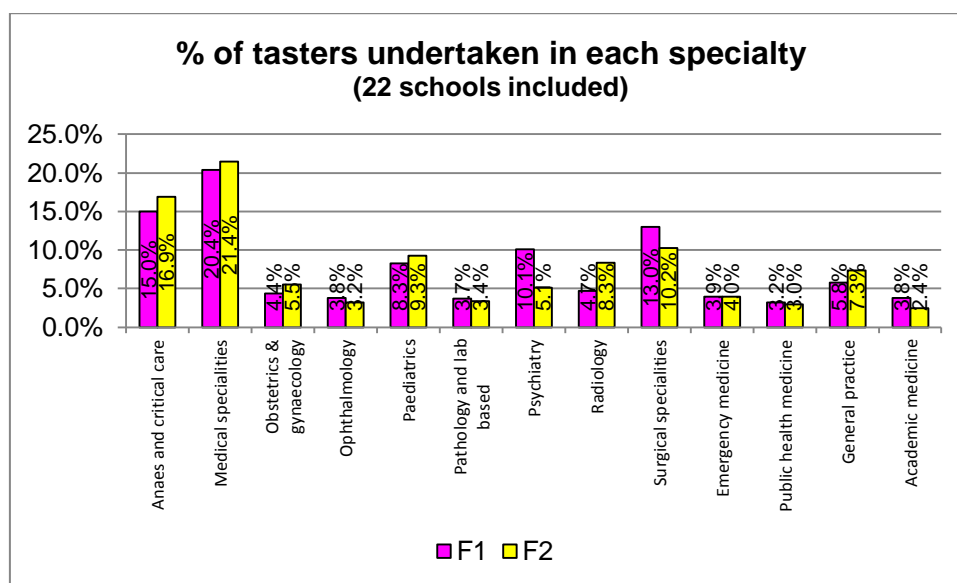
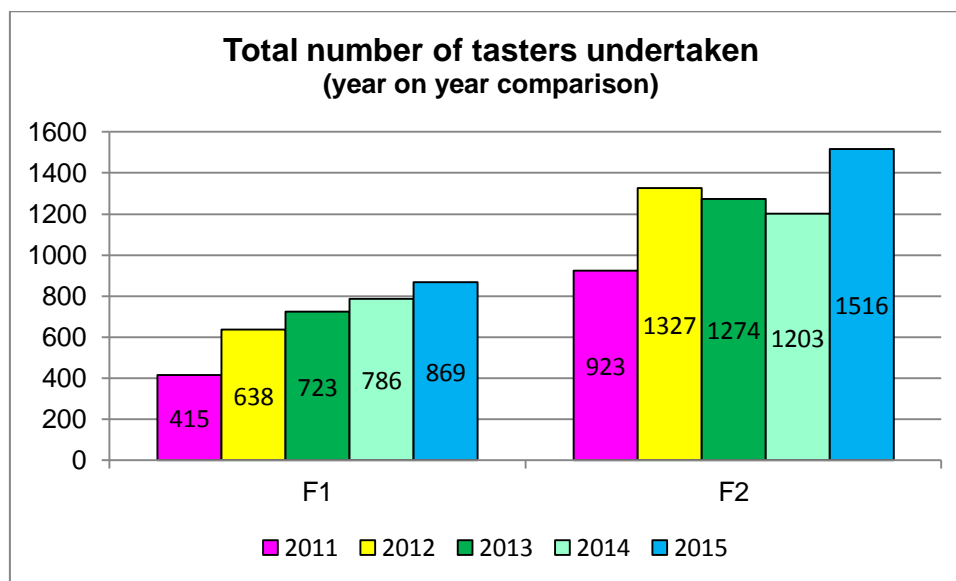


Figure 9 shows the number of tasters that were recorded at school-level, undertaken during F1 and F2 for 2011, 2012, 2013, 2014 and 2015. The year on year comparison shows a gradual increase in the number of tasters undertaken during F1 but with a slight decrease in uptake for F2. As noted above, this 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

A small number of 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 and the GMC. 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 the last five years. In 2015, 'Other' countries were reported as: South Africa, USA 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		2015	
	No. F2 doctors	No. FS affected	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	0	0
New Zealand	32	15	20	9	16	8	5	3	4	2
Other			15	1	0	0	3	1	3	3
Total	57		48		23		9		7	

Section 4 – Outcomes and career destinations 2014/15

This section relates to the foundation year commencing in August 2014 and ending in August 2015. Information provided includes the number of foundation doctors successfully signed off at the end of their foundation year and those who did not successfully complete the F1/F2 training year.

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 successfully 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 LETB/deaneries' formal doctors in difficulty (DiD) processes are also given.

F1 outcomes

All 23 foundation schools provided information about the outcomes for their F1 doctors. A total of 7,421 (97.6%) doctors successfully completed the F1 year and were signed off; 181 (2.4%) were not signed off. This compares to 97.1% and 2.9% respectively in 2014, 96.8% and 3.2% in 2013, 97.0% and 3.0% in 2012 and 97.5% and 2.5% in 2011. Of those not signed off, 39 continued for a further year as expected due to training less than full-time.

F2 outcomes

In August 2015, 7,553 (95.7%) F2 doctors successfully completed their foundation training and were signed off; 343 (4.3%) were not signed off. This compares to 95.7% and 4.3% respectively in 2014, 96.1% and 3.9% in 2013, 97.0% and 3.0% in 2012 and 96.4% and 3.6% in 2011. Of those not signed off, 99 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 programme in another foundation school.

Table 16 shows a breakdown of the destinations for F1 doctors successfully completing F1 in August 2015.

Table 16: Destinations for doctors successfully completing F1 in August 2015

No. of FS affected	Destination for F1 doctors	Std F1	Academic F1	Total F1s
23	F2 in the same foundation school	97.0%	98.9%	97.1%
22	F2 in a different foundation school - IFST	0.4%	0.0%	0.4%
20	Stand-alone F2 in a different foundation school	1.1%	0.4%	1.1%
13	F2 outside the UK (prospectively approved)	0.1%	0.0%	0.1%
18	Statutory leave but intend to return	0.3%	0.0%	0.2%
17	Approved TOFP but intend to return	0.2%	0.4%	0.2%
12	Other destination, continuing with FP	0.0%	0.0%	0.0%
	Sub-total for signed-off, continuing with FP	99.1%	99.8%	99.2%
17	Returning to 'home' country	0.4%	0.0%	0.4%
12	Medical training outside the UK	0.1%	0.2%	0.1%
10	Career break	0.0%	0.0%	0.0%
10	Ill health	0.0%	0.0%	0.0%
10	Permanently left medicine	0.0%	0.0%	0.0%
13	Other destination, leaving FP	0.1%	0.0%	0.1%
10	Unknown destination, leaving FP	0.1%	0.0%	0.1%
	Sub-total for signed-off, leaving FP	0.9%	0.2%	0.8%
	Total signed-off	100.0%	100.0%	100.0%

A total of 62 (0.8%) F1 doctors who successfully completed their F1 year in August 2015 left the Foundation Programme. This compares with 46 (0.6%) in 2014, 48 (0.7%) in 2013, 56 (0.8%) in 2012 and 78 (1.1%) in 2011.

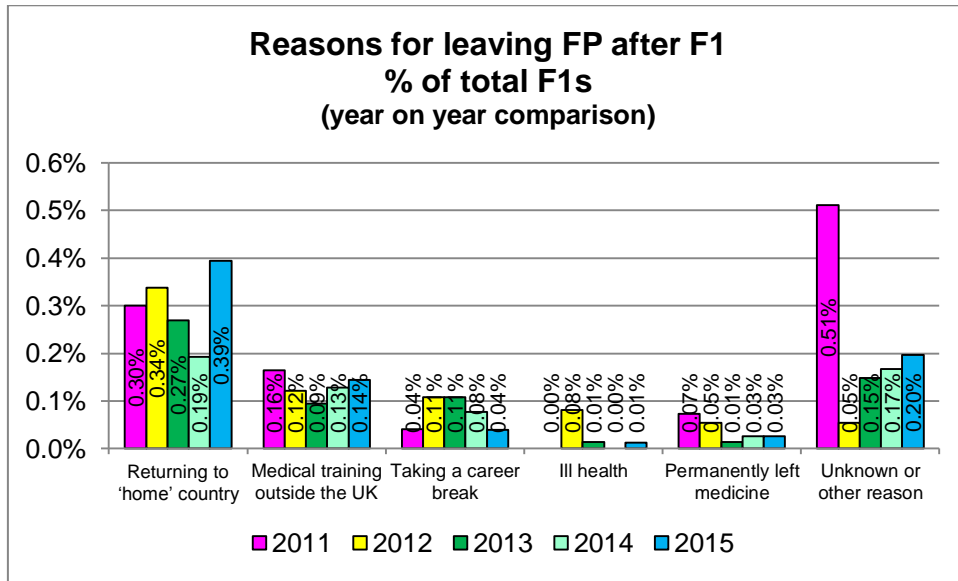
Table 17 shows the reasons why and numbers associated with each reason in 2015.

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

No. of FS affected	Reasons for leaving FP after successful F1	Std	AFP	Total
17	IMGs returning to 'home' country	30	0	30
12	Medical training outside the UK	10	1	11
10	Career break	3	0	3
10	Ill health	1	0	1
10	Permanently left medicine	2	0	2
13	Other outcome, leaving FP	9	0	9
10	Unknown outcome, leaving FP	6	0	6
	Total	61	1	62

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

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



F2 destinations

7,299 doctors who satisfactorily completed the programme in August 2015 provided information about their next career destination. This response rate of 96.9% is the same as in 2014 and 2013 and similar to the response 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 7,168 responses which provided all requested information, 52.0% were appointed to specialty training in the UK. This figure is lower than reported in 2014 (58.5%).

The percentages appointed to clinical-related posts in the UK, still seeking employment as a doctor in the UK and taking a career break are higher than in 2014 (14.7%, 8.6% and 13.1% 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	24.5%	16.6%	24.0%
Specialty training in UK - core training programme	25.1%	39.3%	26.0%
Specialty training in UK - academic programme	0.5%	12.3%	1.3%
Specialty training in UK - FTSTA	0.1%	0.0%	0.1%
Specialty training in UK - deferred for higher degree	0.0%	0.2%	0.0%
Specialty training in UK - deferred for statutory reasons	0.5%	0.6%	0.5%
Sub-total for specialty training in UK	50.8%	69.0%	52.0%
Locum appointment for training (LAT) in UK	0.6%	0.0%	0.5%
Service appointment in UK	9.4%	5.9%	9.2%
Other appointment in UK (e.g. anatomy demonstrator, further study)	5.4%	7.9%	5.5%
Still seeking employment as a doctor in the UK	9.0%	2.5%	8.6%
Specialty training outside UK	0.4%	0.2%	0.4%
Other appointment outside UK	6.2%	4.7%	6.1%
Still seeking employment as a doctor outside the UK	4.5%	1.3%	4.3%
Not practising medicine - taking a career break	13.5%	7.9%	13.1%
Not practising medicine - permanently left profession	0.3%	0.6%	0.3%
Total signed off, known destinations	100.0%	100.0%	100.0%

Further information on F2 career destinations is provided via a supplementary report, the *F2 Career Destination Report 2015*, which can be found on the UKFPO website (www.foundationprogramme.nhs.uk).

Reasons for not being signed off (F1 and F2)

All 23 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 2015.

In total, 181 (2.4%) F1 doctors and 343 (4.3%) F2 doctors were not signed off in August 2015. This compares to 2.9% of F1s and 4.3% of F2s not signed off in 2014. In 2015, the total number of doctors not signed off included 39 (0.5%) F1 doctors and 99 (1.3%) 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)	39	0	39	98	1	99
>4 weeks absence	46	0	46	96	3	99
Extended/remedial training agreed	58	4	62	69	0	69
Left programme after extended training	3	0	3	1	0	1
Dismissed following GMC referral	1	0	1	4	0	4
Dismissed, no GMC referral	3	0	3	1	0	1
Resigned	22	1	23	50	5	55
Left programme, other reason	3	0	3	5	0	5
Left programme, unknown reason	1	0	1	9	1	10
Total	176	5	181	333	10	343

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A comparison of reasons for not being signed off as a percentage of the total number of F1 doctors in the relevant schools for the last five years 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)

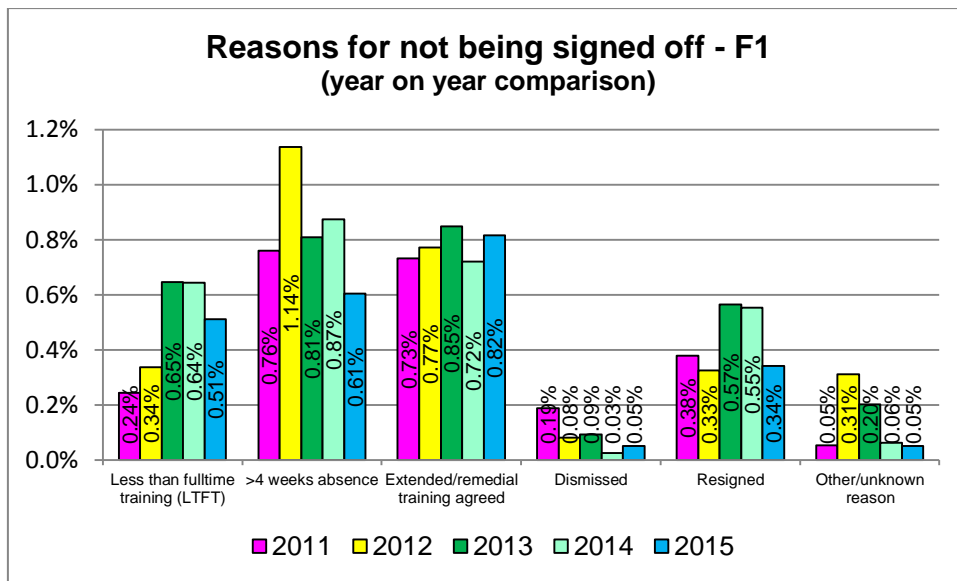
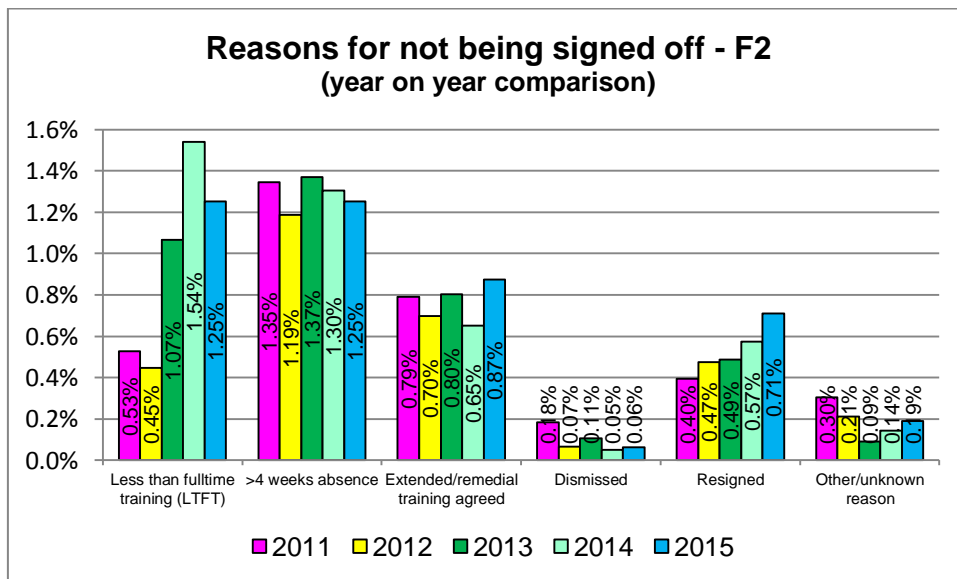


Figure 12: Reasons for not being signed off – F2 (year on year comparison)



Appeals against non-progression

Six foundation schools received appeals against non-progression at the end of F1 and seven schools at the end of F2. Table 20 shows the number of appeals received and the number that were successful at the end of F1 and F2 in 2015.

Table 20: Appeals against non-progression

Appeals against non-progression	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Appeals received	7	0	7	9	1	10
Decisions pending	0	0	0	1	0	1
Unsuccessful appeals	4	0	4	4	0	4
Successful appeals	3	0	3	4	1	5

The comparison for the last five years 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	2015	2011	2012	2013	2014	2015
Appeals received	4	4	12	7	7	9	3	8	6	10
Decisions pending	0	0	1	3	0	3	1	0	0	1
Unsuccessful appeals	2	3	8	2	4	5	2	7	4	4
Successful appeals	2	1	3	2	3	1	0	1	2	5

Foundation doctors in difficulty (DiD)

This section refers to doctors being supported under the foundation schools' doctors in difficulty (DiD) policies and processes.

All 23 foundation schools provided information about the doctors they supported under their local DiD policy and processes. A total of 278 F1s and 239 F2s were supported across the UK.

Of the 278 F1 doctors being supported, 42 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 2015 41 of the 239 F2 doctors being supported were repeating their F2 training. These numbers compare to 51 F1s and 36 F2s being supported during a repeat year reported in 2014.

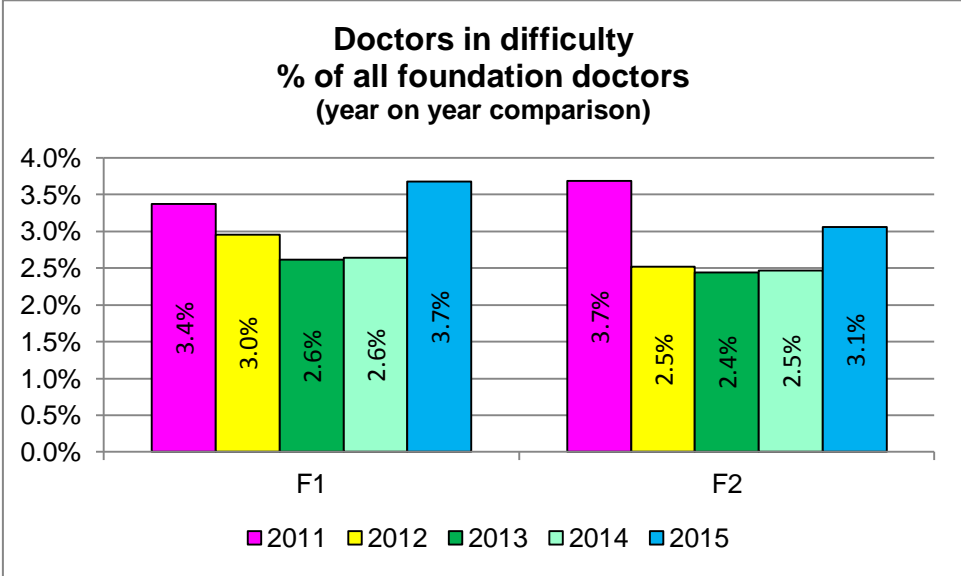
A summary of all doctors monitored via local DiD processes (including those following an academic foundation programme) is shown in Table 22.

Table 22: Foundation doctors in difficulty

Doctors in difficulty	F1 (including repeat F1 doctors)		F2 (including repeat F2 doctors)	
	No.	%	No.	%
Standard FP	269	96.8%	236	98.7%
Academic FP	9	3.2%	3	1.3%
	278	100.0%	239	100.0%

The number of doctors being monitored in 2015 compares to 248 F1s and 276 F2s in 2011, 218 F1s and 190 F2s in 2012, 193 F1s and 185 F2s in 2013 and 205 F1s and 188 F2s in 2014. 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.

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, in job-shares and supernumerary posts) 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

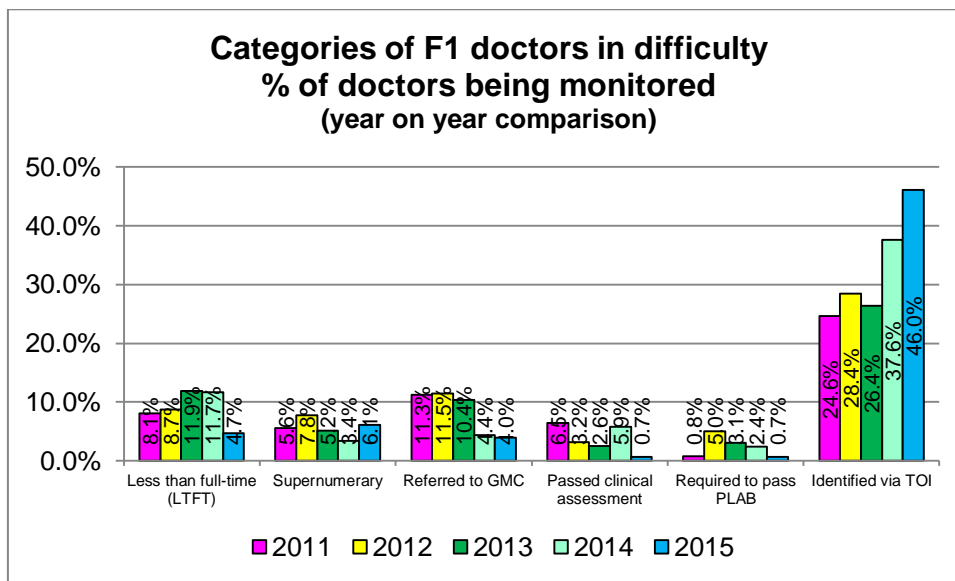
No. of FS affected	Category of foundation doctors in difficulty	F1 (including repeat F1)	F2 (including repeat F2)
13	Less than full-time (LTFT)	13	15
12	Supernumerary	17	10
12	Referred to GMC	11	28
3	Passed clinical assessment	2	1
3	Required to pass PLAB	2	5
22	Identified via TOI	128	88

Figure 14 shows the F1 numbers represented as a percentage of the total F1 doctors being monitored for the last five years.

In 2015, the percentage of doctors in difficulty as identified via the Transfer of Information (TOI) process continued to increase compared to previous years.

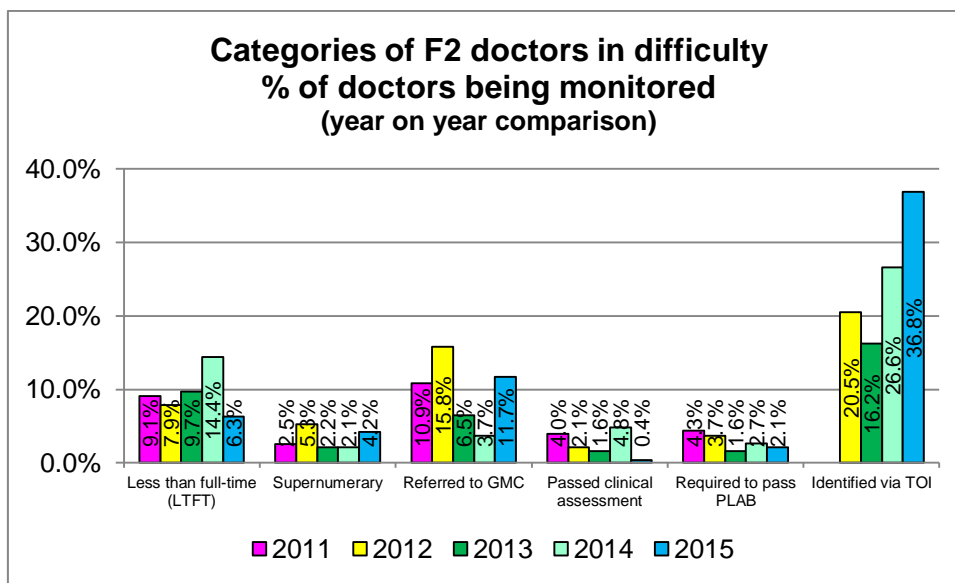
90.6% of the F1 doctors in difficulty completed a transfer of information form and 50.8% of these doctors had been identified as having difficulties via the form.

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 of doctors in difficulty	F1	F2
23	UK med school	251	210
12	EEA med school (excl UK)	14	12
11	Non-EEA med school	13	16
1	Unknown	0	1
Total		278	239

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)

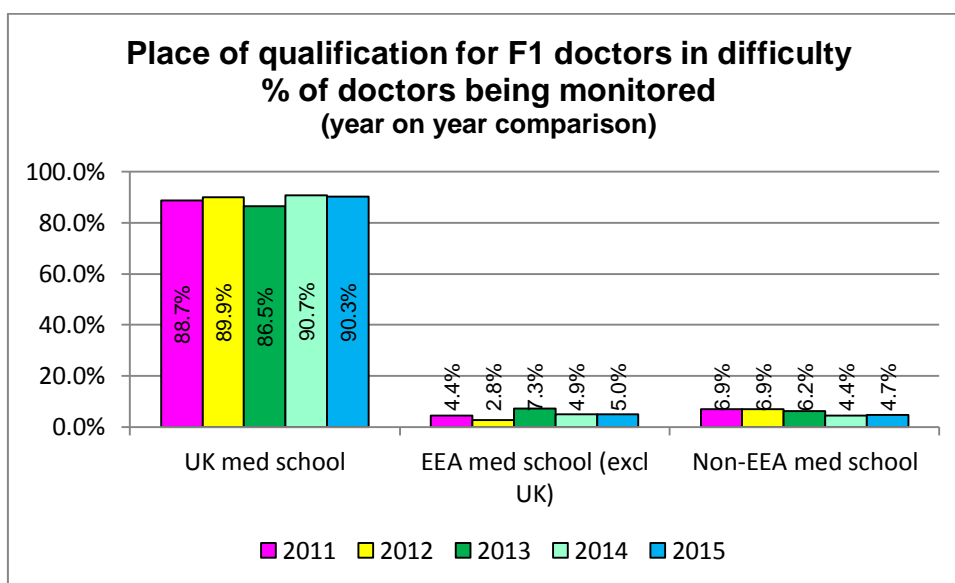


Figure 17: Place of qualification for F2 doctors in difficulty (year on year comparison)

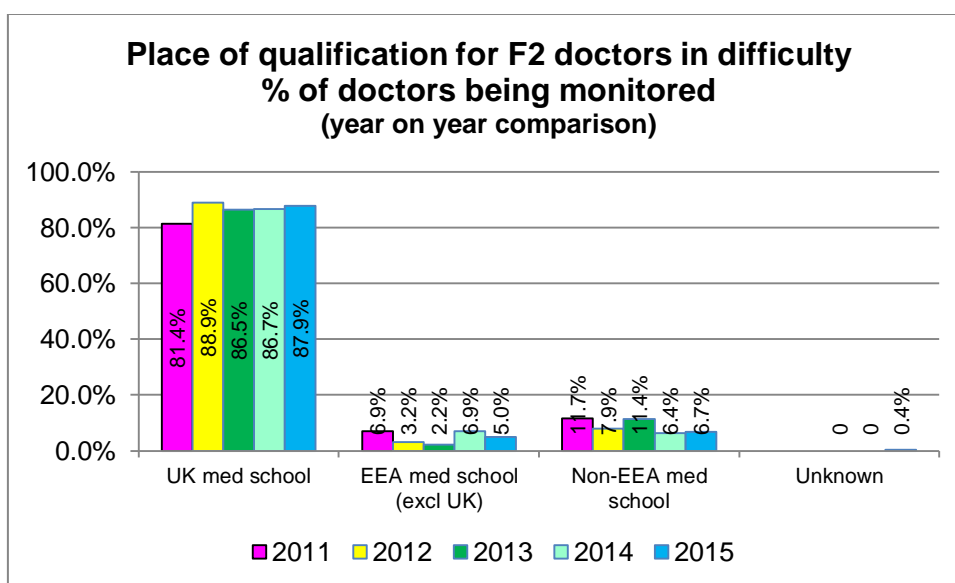


Table 25 presents the number of F1 doctors in difficulty graduating from UK, EEA or non-EEA medical schools as a percentage of the total number of doctors from each category for F1 ending in 2011, 2012, 2013, 2014 and 2015.

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

Place of qualification (F1 doctors)	% being monitored				
	2011	2012	2013	2014	2015
UK med school	3.1%	2.7%	2.3%	2.5%	3.3%
EEA med school (excl. UK)	14.1%	7.9%	14.4%	9.5%	8.7%
non-EEA med school	6.7%	12.9%	9.6%	7.7%	14.0%

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, it is not possible to give a 5-year comparison for this section.

Table 26 provides the areas of concern for doctors being monitored in F1 and F2 ending in August 2015. 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	102	98
Safety and quality	24	24
Communication and partnerships with patients	23	25
Working with colleagues	33	32
Maintaining trust (probity)	17	18
Health	168	134

The number for each area of concern for the past two years (i.e. when the GMC domains have remained constant) is shown as a percentage of the total number of F1 doctors being monitored each year in Figure 18. The same information is shown for F2 in Figure 19. Due to more than one area of concern being selected for individual doctors the percentages do not total 100%.

Figure 18: Areas of concern for F1 doctors in difficulty (year on year comparison)

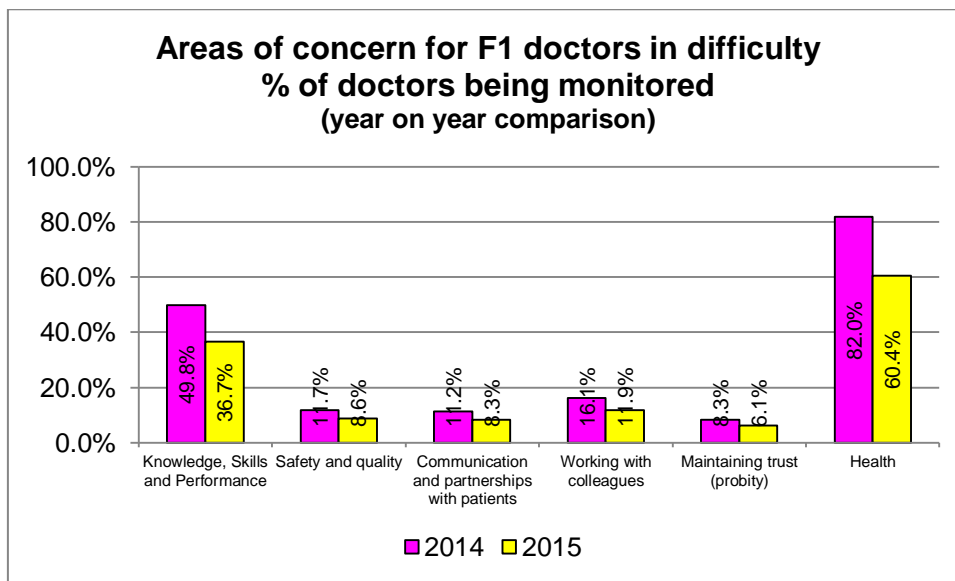
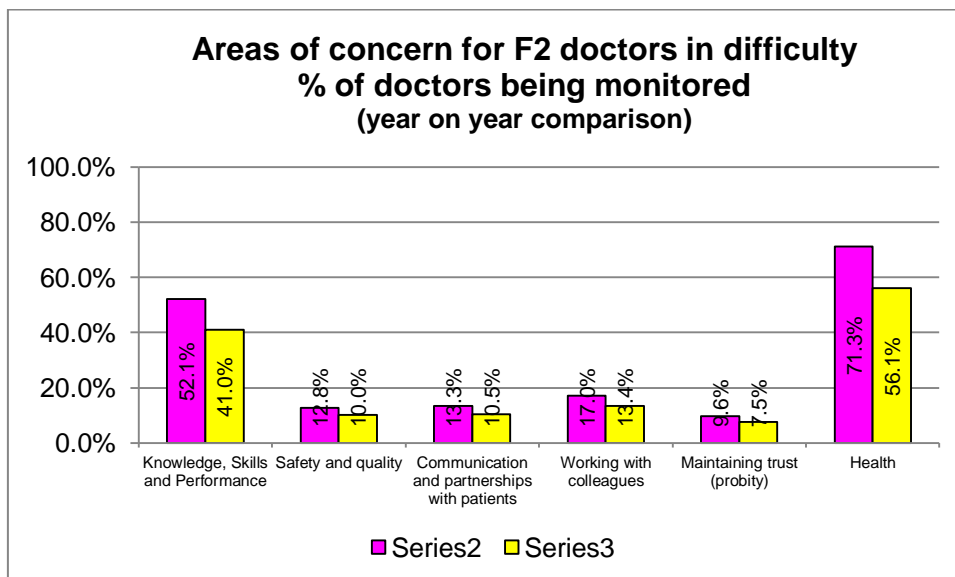


Figure 19: Areas of concern for F2 doctors in difficulty (year on year comparison)



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'.

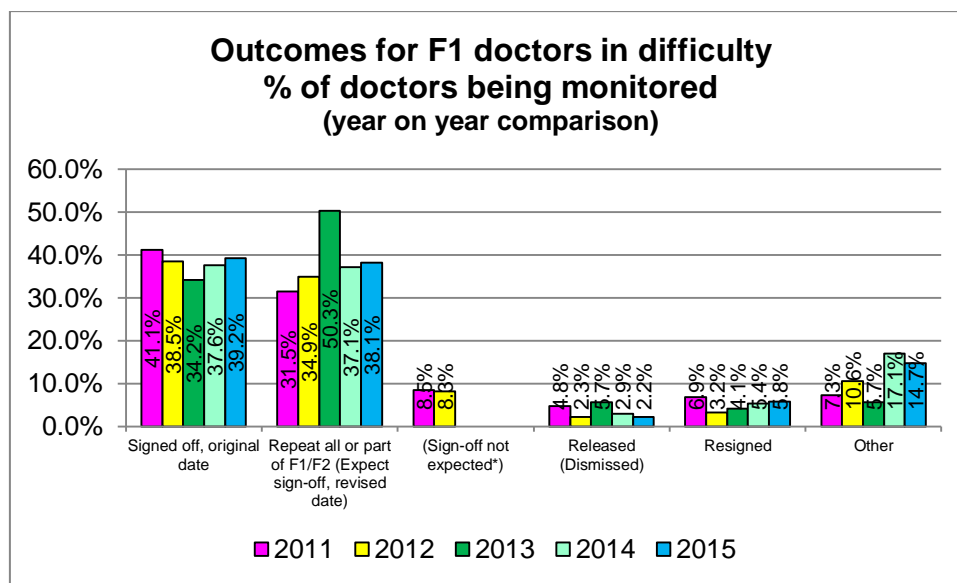
The outlook for doctors in difficulty during their foundation training remains positive, with 77.3% of the F1s and 70.3% of the F2s being signed off by the original end date of their foundation year or expected sign-off by an agreed, extended end date. The range of outcomes for doctors being monitored 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	109	77
Repeat all or part of F1/F2 (Expect sign-off, revised date)	106	91
Released (Dismissed)	6	4
Resigned	16	12
Other	41	55
Total	278	239

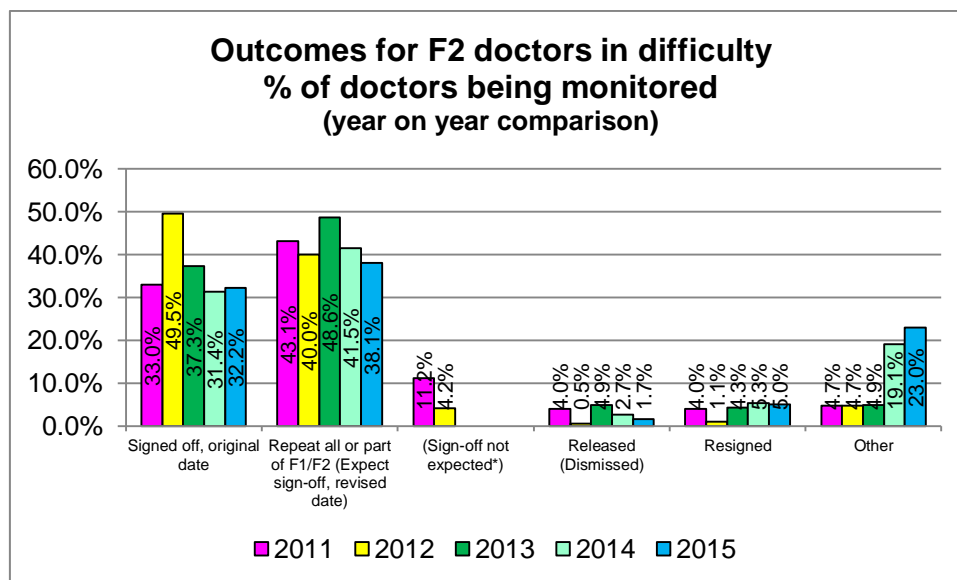
The outcomes for F1 doctors being monitored are illustrated in Figure 20 as a percentage of the total number of doctors being monitored during the year for the past five years. The same information for F2s is shown in Figure 21.

Figure 20: Outcomes for F1 doctors in difficulty (year on year comparison)



* 'Sign-off not expected' is nil after 2012 as this outcome was removed from the data set in 2013.

Figure 21: Outcomes for F2 doctors in difficulty (year on year comparison)



* 'Sign-off not expected' is nil after 2012 as this outcome 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 10 F1s and 11 F2s were referred to the GMC under its fitness to practise procedures. In the Doctors in Difficulty section, foundation schools reported that 11 F1s and 28 F2s were subject to GMC fitness to practise referrals.

For the purpose of the 5-year comparison shown below, the same data source (i.e. Outcome Summary section) was used.

F1 referrals account for 0.1% of all F1 doctors and F2 referrals account for 0.2% of all F2 doctors in foundation training ending August 2015. The comparison with the previous four years is shown in Table 28.

Table 28: GMC fitness to practise referrals (year on year comparison)

Foundation year	Referred to GMC				
	2011	2012	2013	2014	2015
F1	0.4%	0.2%	0.3%	0.2%	0.1%
F2	0.3%	0.2%	0.2%	0.1%	0.2%

Section 5 – RECRUITMENT 2015

This section relates to the foundation year commencing in August 2015 and ending in August 2016. 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 2015 (FP 2015), there were 23 foundation schools but 21 UoAs. For recruitment to the Academic Foundation Programme commencing in August 2015 (AFP 2015) 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 2014, 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 606 potential applicants. Of those, 249 were fully eligible to apply for FP/AFP 2015 and 211 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 and/or passing the national clinical skills assessment.

At the time of the national allocation in March 2015, 23 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 100 applicants who undertook clinical skills assessments for FP/AFP 2015, 65 passed and 35 failed.

Recruitment process for AFP vacancies

AFP 2015 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.

At the end of the national recruitment process, the AUoAs reported that 505 (99.0%) AFP places were filled. This compares to a fill rate at the end of the national process of 98.9% for AFP 2014 and 96.9% for AFP 2013.

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 7,086 vacancies advertised on FPAS for the national application process for FP 2015 (excluding AFP vacancies) and 7,438 applications at the time of allocation (excludes those who accepted AFP posts and those withdrawn from the process prior to the allocation date).

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The 7,086 top scoring applicants were allocated to UoAs through the initial allocation in March 2015, with 352 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 352 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 2015 a total of 211 requests for pre-allocation were approved. The categories for the 211 pre-allocation approvals were: parent or guardian of a child under 18 (124); primary carer for a disabled person (19); applicant has a health condition which requires local follow-up (55); or applicant requires local educational support (13).

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

Since 2011, the Conference of Postgraduate Medical Deans of the UK (COPMeD UK) has confirmed that any vacancies remaining at the end of the national process should be advertised as one-year locum appointments for service (LAS) which according to GMC regulations require full GMC registration. For FP 2015 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 2015 through national allocation, the academic recruitment round and other recruitment methods, giving a total of 7,760 F1 doctors in training posts at the start of August 2015. These figures are reported by schools as a snapshot at the start of August and may not equal the figures given above when discussing the national recruitment processes. This is due to the difference in timing for the figures, e.g. some allocated applicants may be withdrawn after the end of the national process but before the start of August.

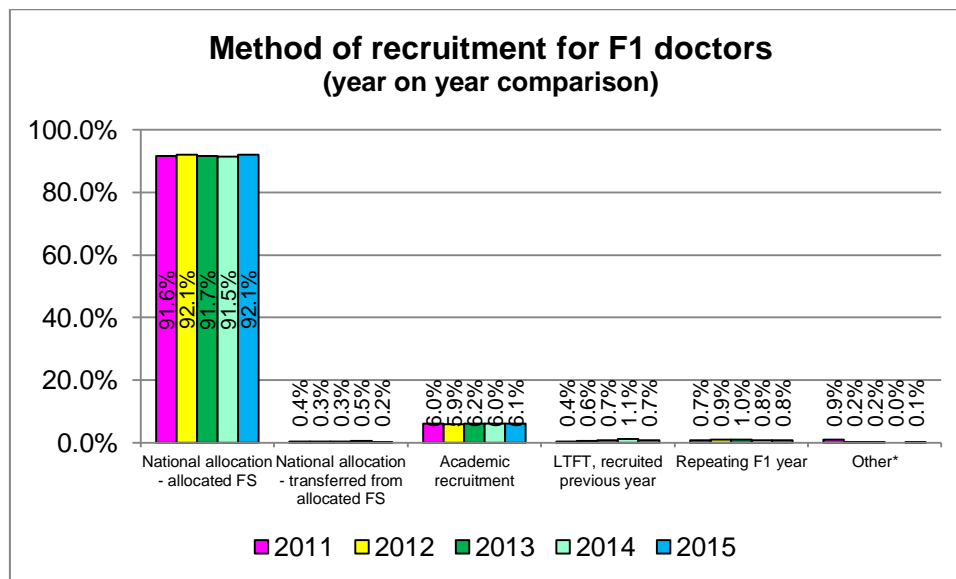
Table 29: F1 doctors appointed at start of August 2015

Number of FS affected	Recruitment of F1 doctors	Total
23	National allocation - allocated FS	7,148
14	National allocation - transferred from allocated FS	13
22	Academic recruitment	476
16	LTFT, recruited previous year	55
19	Repeating F1 year	65
9	Other*	4
	Total F1 doctors	7,761

* includes 1-year posts, returners from maternity leave and supernumerary flexible trainees

Figure 22 shows a year on year comparison of the recruitment of F1 doctors.

Figure 22: 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 recruitment to one-year F2 programmes commencing in August 2015 there was a national framework and person specification which foundation schools used as the basis for their local recruitment processes.

21 foundation schools provided details of how their F2 doctors were appointed for training commencing in August 2015.

Table 30 shows that 6,287 F2 doctors started the second year of the Foundation Programme in the same foundation school, with 31 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 445 of F2 doctors. A total of 162 F2 places were filled by doctors needing to repeat all or part of their F2 year, which compares with 183 doctors repeating F2 in the previous year.

A total of 313 doctors were appointed to one-year F2 posts and commenced work at the start of August 2015. 103 of these doctors had previously completed the first year of the UK Foundation Programme (F1) prior to being appointed –some of these appointees may have had a gap between completing F1 and applying for one-year F2 posts and others may have chosen to apply in open competition for one-year F2 posts in order to move to a different location.

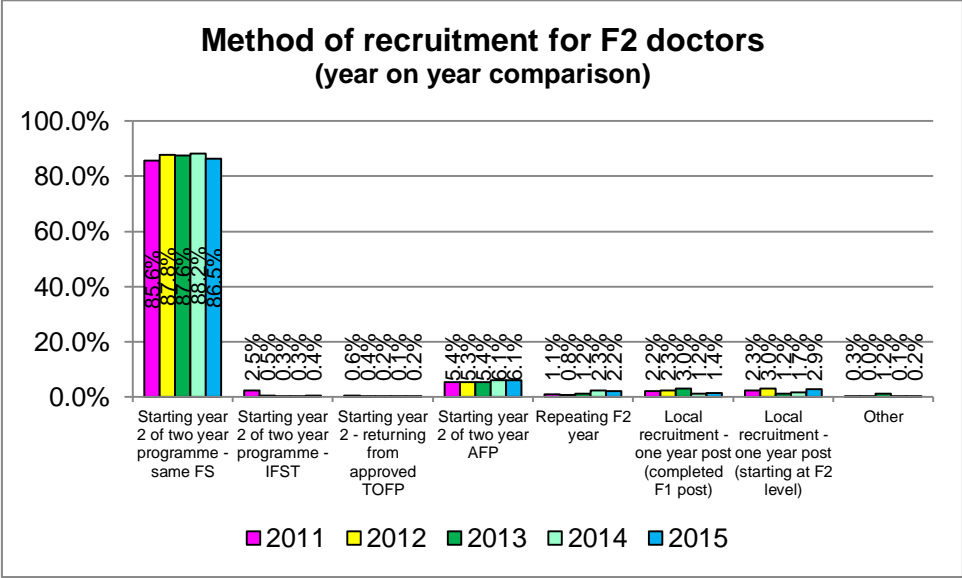
Table 30: Recruitment of F2 doctors

Number of FS	Recruitment of F2 doctors	Total
21	Starting year 2 of two year programme - same FS	6,287
13	Starting year 2 of two year programme - IFST	31
11	Starting year 2 - returning from approved TOFP	16
19	Starting year 2 of two year AFP	445
18	Repeating F2 year	162
17	Local recruitment - one year post (completed F1 post)	103
15	Local recruitment - one year post (starting at F2 level)	210
3	Other	17
21	Total	7,271

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Figure 23 shows the percentage of F2 doctors appointed by the different methods for the last four years.

Figure 23: Method of recruitment for F2 doctors (year on year comparison)



Place of qualification

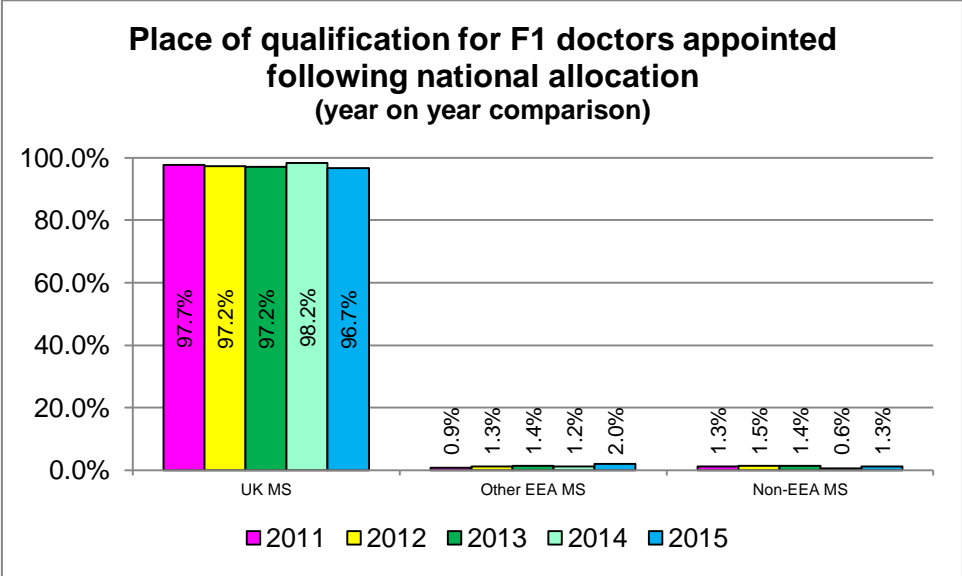
The majority of doctors starting the Foundation Programme each year are appointed following allocation through the national application process. Medical students and graduates from around the world are able to apply through the national process provided they meet all the eligibility criteria.

Figure 24 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 23 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 24 do not necessarily match the percentage split for place of qualification for the total number of applicants *allocated* during the FP 2015 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 24: 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 2014 and ending in August 2015.

Number of Academic Foundation Programme places

Of the 23 UK foundation schools, 20 reported AFP places at F1 and all 23 reported AFP places at F2 level. Across these schools a total of 436 F1 places and 506 F2 places (two-year programmes plus one-year posts) were available, with a total of 432 F1 and 499 F2 places being filled at the start of August 2014. As with the last two years, the majority (81.4%) 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
20	Research	361	358
6	Medical education	24	24
2	Management / leadership	16	15
2	Other programmes	35	35
	Totals	436	432

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	390	388	16	14	406	402
11	Medical education	66	63	0	0	66	63
2	Management / leadership	16	16	0	0	16	16
1	Other programmes	18	18	0	0	18	18
	Totals	490	485	16	14	506	499

Figure 25 shows the total number (F1 plus F2) of two-year AFP places available and filled for each category.

Figure 25: Category of AFP places available and filled (two-year programmes)

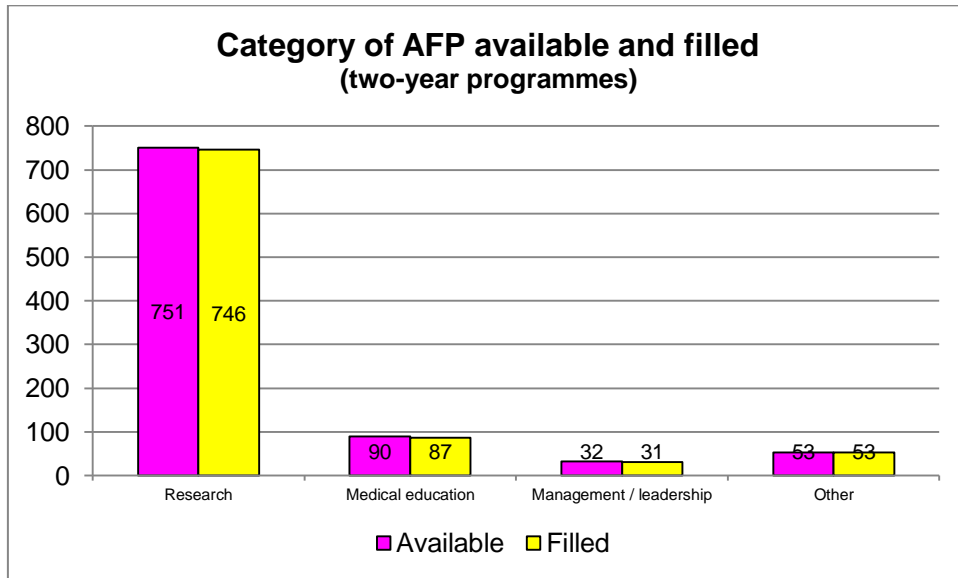


Figure 26 shows that one-year academic F2 posts were available in all categories except for Management/leadership.

Figure 26: Category of AFP places available and filled (one-year F2 posts)

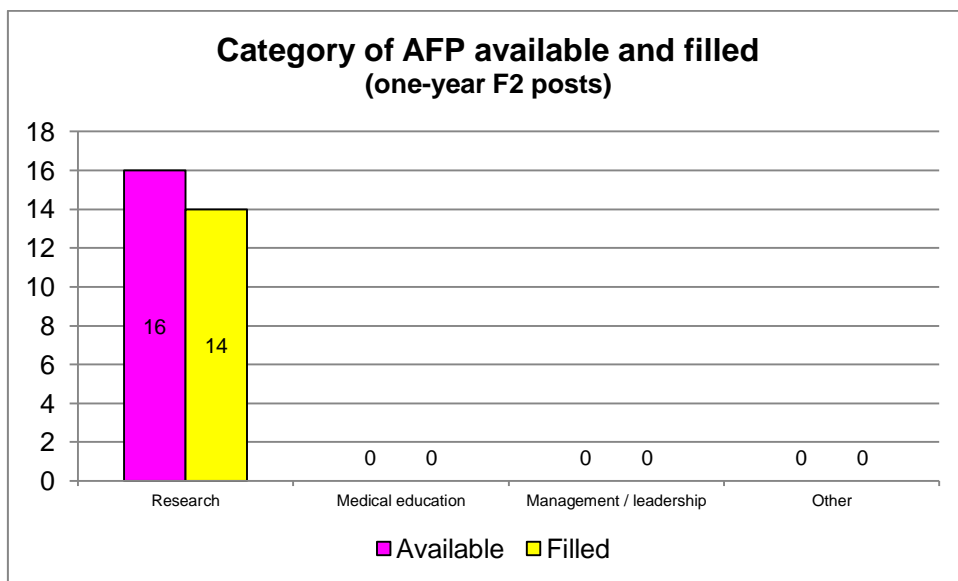


Figure 27 shows the number of each category of academic programme as a percentage of the total number of AFP places offered across all foundation years, including both two-year programmes and standalone F2 posts. Figure 28 gives the year on year comparison.

Figure 27: Percentage categories of AFP

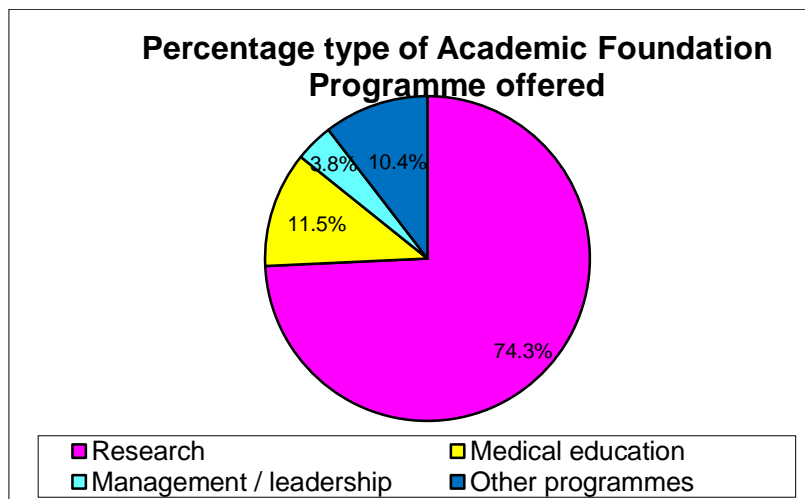
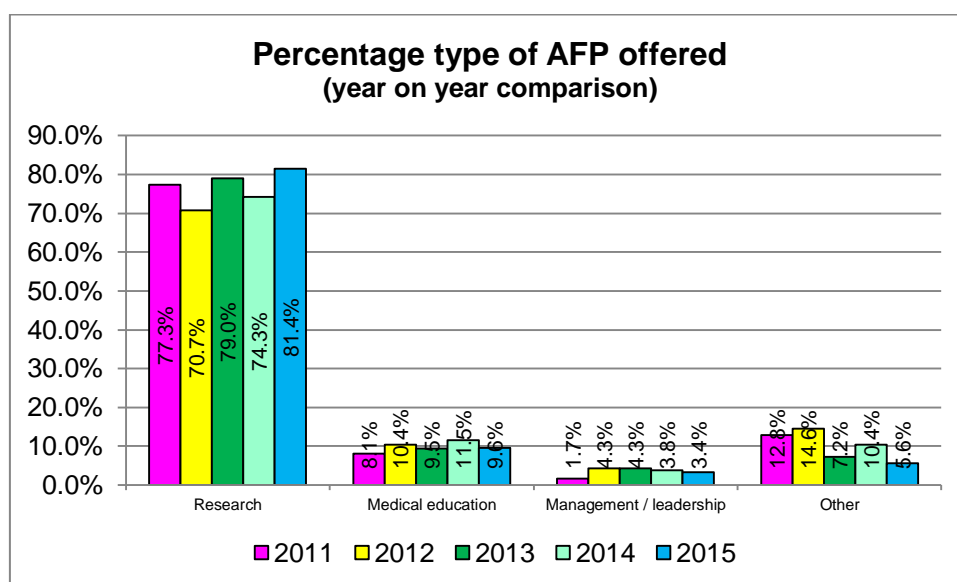


Figure 28: Percentage type of AFP offered (year on year comparison)



Unfilled Academic Foundation Programme places

A total of 4 F1 and 7 F2 places remained unfilled at the start of the Academic Foundation Programme in August 2014. The reasons for these gaps are shown in Table 33.

Table 33: Reasons for unfilled AFP places

Reasons for vacancies remaining at start of August 2014	AFP year	
	F1	F2
Appointee not identified by August 2014	2	5
Appointee resigned too late to find a replacement	0	2
Appointee failed finals too late to find a replacement	2	
Total	4	7

The unfilled places accounted for 1.8% of all F1 AFP places and 1.4% of F2 AFP places. This compares to 2.6% and 1.8% in 2014, 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 completing the AFP in August 2015. From the 20 schools, a total of 460 (98.9%) F1s in AFPs successfully completed their F1 year, with 5 (1.1%) doctors not being signed off. The total of 465 outcomes in August 2015 for F1 AFP doctors implies that 33 doctors joined the programme after the start of August 2014 (i.e. foundation schools reported 432 AFP F1 places were filled at the start of August 2014).

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	455	98.9%
Other - continuing foundation training	4	0.9%
Leaving the Foundation Programme	1	0.2%
Total	460	100.0%

All 23 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 2015. The 23 schools reported that a total of 476 (97.9%) AFP doctors were signed off at the end of their F2 year, with 10 (2.1%) doctors not being signed off. The total of 486 outcomes for F2 AFP doctors suggests that outcomes were unknown for 13 doctors (i.e. the foundation schools reported 499 AFP F2 places were filled at the start of August 2014).

The number of F2 doctors who successfully completed the AFP and provided details of their next career destination is 471 (96.9% of those signed off). 325 (69.0%) of successful AFP F2 doctors were appointed to specialty training in the UK. This compares with 50.8% of doctors completing a standard foundation programme. Table 35 shows the career destinations reported.

Table 35: Career destinations for AFP F2 doctors

Destinations for F2 doctors	No	%
Specialty training in UK - run-through training programme	78	16.6%
Specialty training in UK - core training programme	185	39.3%
Specialty training in UK - academic programme	58	12.3%
Specialty training in UK - FTSTA	0	0.0%
Specialty training in UK - deferred for higher degree	1	0.2%
Specialty training in UK - deferred for statutory reasons	3	0.6%
Sub-total for specialty training in UK	325	69.0%
Locum appointment for training (LAT) in UK	0	0.0%
Service appointment in UK	28	5.9%
Other appointment in UK (e.g. anatomy demonstrator, further study)	37	7.9%
Still seeking employment as a doctor in the UK	12	2.5%
Specialty training outside UK	1	0.2%
Other appointment outside UK	22	4.7%
Still seeking employment as a doctor outside the UK	6	1.3%
Not practising medicine - taking a career break	37	7.9%
Not practising medicine - permanently left profession	3	0.6%
Total signed off, known destinations	471	100.0%

Academic foundation doctors not signed off

For the academic foundation year ending in August 2015, 5 doctors were not signed off at the end of AFP F1 and 10 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 full-time training (LTFT)	0	1
>4 weeks absence	0	3
Extended/remedial training agreed	4	1
Resigned	1	5
Total	5	10