

# The Foundation Programme Annual Report 2016



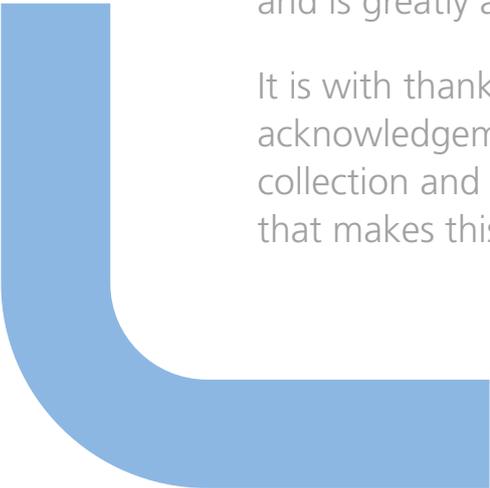
**UK Summary**  
Updated April 2017

# Acknowledgements



All of the people that have contributed to this report work tirelessly to ensure that the Foundation Training of our UK doctors is efficient, supportive and developmental.

Their aim to contribute to the essential institution which is the UK National Health Service does not go unrecognized and is greatly appreciated.



It is with thanks that this acknowledgement recognizes the collection and provision of the raw data that makes this report possible.

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# Executive Summary

The UKFPO has produced a Foundation Programme Annual Report since 2009. This is the first report that has been produced by NHS Education for Scotland (NES) for UKFPO.

This report has been produced using data provided by 22 of the 23 Foundation Schools. The Foundation School “Essex, Bedfordshire and Hertfordshire” is a new school and as a result does not have data to provide for the 2016 report. The UKFPO recognizes and acknowledges the enormous amount of work done by Local Education and Training Boards (HEE Local Offices), the Deaneries and the Foundation School who continually improve their data collection methods to provide the best data possible to produce this UK National resource.

The report also includes an Appendix titled: The Academic Foundation Programme.

Comparative data is provided for the last 5 years (most recent 5 of the 7 previous years, 2009 to 2015), where previous data is available and relevant.

The data reported here that refers to training periods which typically occurred from 2014 to 2016. Where this report refers to ‘Specialty Training’ this includes General Practice.

The report has five sections:

1. Foundation Schools 2015/16
2. Foundation Doctors 2015/16
3. Delivering Foundation Training 2015/16
4. Outcomes and Career Destinations 2015/16
5. Recruitment 2016



Version 3:3 is the most up to date version of this report. Previous versions and a summary of the refinements made can be found in the Version Control section at the end of this report.

The Key Findings for each section are:

### 1. Foundation Schools 2015/16:

This section relates to the foundation year commencing in August 2015 and ending in August 2016 and provides data on the size of foundation schools, staffing levels and foundation programme fill rates. The number of foundation schools has reduced from 25 to 23 due to a restructure in the West Midlands.

The number of Foundation Programme places across the 22 (who provided data for this report) schools ranges from 171 to 872 at F1 and from 172 to 869 at F2.

Two foundation schools employ a full-time foundation school director (FSD), with the average being 0.6 FTE. The majority of FSDs continue as part-time clinical staff. Eight 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 (0.1) time allocated to every 100 foundation doctors and just under one day per week (0.17) of FSM time.

Across the UK, 7600 (98.8%) F1 places and 7640 (98.1%) F2 places were filled at the start of the foundation year. Eighty-nine, 89 (1.6%) F1 and 149 (1.9%) F2 places remained unfilled at the start of August 2015. It is likely that many of these places were filled later. Two hundred and forty-seven 247 (3.2%) F2 places were filled by doctors in one-year posts at the start of August. This number does not include any service posts, e.g. LAS, which were recruited locally by employing organizations'.

### 2. Foundation Doctors 2015/16:

This section relates to the foundation year commencing in August 2015 and ending in August 2016 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 5:4 Female: Male with 53.3% female F1 doctors and 53.7% female F2 doctors. At F1, 20 foundation schools have doctors who are training less than full-time either in job shares or in supernumerary posts, and 2 schools full time supernumerary doctors. For F2, this is 13 and 10 schools respectively.

### 3. Foundation Training 2015/16:

This section relates to the foundation year commencing in August 2015 and ending in August 2016 and covers local matching to programmes, programme configuration and specialty exposure.

Eleven 11 foundation schools match doctors to two year rotations before the start of the Foundation Programme, with 7 schools matching to one year rotations and 4 schools 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, 97.1% of rotations include placements that meet the nationally recommended minimum of four and maximum of six months with only 0.5% of placements lasting less than four months. 99.6% 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 (70.7%), general (internal) medicine (51.3%) and geriatric medicine (27.2%). The top three CCT specialties experienced by F2 doctors were general practice (47.7%), emergency medicine (44.6%) and general (internal) medicine (20.3%).

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

Three schools did not provide any data about tasters. The remaining 19 foundation schools reported that F2 doctors undertook tasters normally ranging from two to five days. Nineteen 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 in F1 were General surgery and General Internal Medicine, and for F2 they were General Practice and Emergency Medicine.

#### 4. Outcomes and Career Destinations 2015/16:

This section relates to the foundation year commencing in August 2015 and ending in August 2016. 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 HEE Local Offices/deaneries' formal doctors in difficulty (DiD) processes are also given.

There were 7422 (97.7%) F1 and 7397 (96.1%) F2 doctors signed off as having attained the appropriate level of competence in August 2016. Excluding 45 F1 and 80 F2 doctors who continued into a further year as expected due to training less than full-time, 171 (2.3%) F1 doctors and 299

(3.9%) F2 doctors were not signed off in August 2016. 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 (98.3%) of F1 doctors signed off in August 2016 are continuing with their foundation training in the UK. Only 0.1% of doctors signed off at the end of F1 left the Foundation Programme. Foundation doctors successfully completing their foundation training (F2) in 2016 were invited to participate in a career destination survey. The number of doctors responding to this survey totaled 7068 (95.5%), This report is based on 6736 responses (91.1%) which answered all the core questions. The analysis of the Destination Survey data shows that 50.4% were appointed to specialty training in the UK; 13.1% are taking a career break and 12.4% were appointed/applying to positions outside the UK. Just 0.6% reported they had left the medical profession permanently.



A total of 235 (3.1%) F1 and 212 (2.9%) F2 doctors were monitored under foundation schools' local doctors in difficulty processes across the 22 foundation schools. 48.3% had been identified as having difficulties via the Transfer of Information form. The main area of concern for both F1 and F2 related to doctors' personal health. The percentage for doctors requiring additional support equates to 3% of F1 doctors from UK medical schools compared with 0.6% from EEA medical schools and 9.6% from non-EEA medical schools.

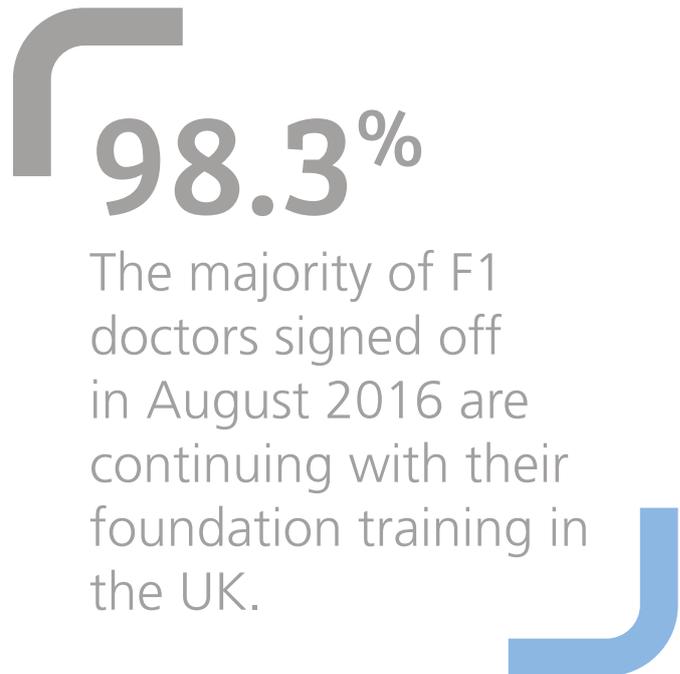
The outlook for doctors in difficulty during their foundation training remains positive, with 75.3% of the F1s and 77.8% of the F2s being signed off by the original end date of their foundation year or expected sign-off by an agreed, extended end date.

Eight (0.1%) F1 and 5 (0.1%) F2 doctors were referred to the GMC for fitness to practise issues.

#### 5. Recruitment 2016

This section relates to the foundation year commencing in August 2016 and ending in August 2017. It therefore refers to a different foundation year than the previous sections.

Following the national allocation, 7326 (95.3%) F1 doctors were appointed having graduated from UK medical schools, with 301 (4.1%) graduating outside the UK, 0.6% did not declare their place of graduation. The data shows that 7042 (95.5%) doctors started the second year (F2) of a two-year programme (F2), with 64 (0.9%) repeating their F2 year. A further 263 (3.6%) doctors were appointed locally to one-year F2 programmes and other recruitment methods were reported for 7 (0.1%) doctors.



98.3%

The majority of F1 doctors signed off in August 2016 are continuing with their foundation training in the UK.

#### Appendix – Academic Foundation Programmes 2015/16

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 439 AFP places at F1 and 488 places at F2. Research programmes accounted for 86.3% of all AFP places (F1 and F2), with 10.4% being offered in medical education, 3.3% in medical.

# Background and purpose of this report

This report has been produced at the request of the four UK Health Systems (NHS England<sup>1</sup>, NHS Wales<sup>2</sup>, NHS Scotland<sup>3</sup>, and NHS Northern Ireland<sup>4</sup>). This Annual Report summarises the data collected regarding recruitment to the Foundation Programme across the UK. The data summarized also considers the structures and outcomes of this Foundation Programme.

The report does not include information from the UK-affiliated Foundation School in Malta<sup>5</sup>. There are three key principles underpinning the UKFPO Annual Report:

1. It does not replace Quality Management Processes (managed by HEE Local offices, Deaneries or the Foundation School).
2. The data will be shared routinely with the General Medical Council (GMC), Health Education England (HEE), the four UK Health Services, and other key stakeholders as agreed.
3. The report summarizes the UK-wide data collected and does not identify any individual respondents.

This report provides data about, about current trends and issues with the Foundation Programme. The Annual Report has been referenced and used to inform UK National Policy development and inform Workforce planning.

The data summarized in this annual report is a 'snapshot' (picture of data collected over one month), from a two year programme. The snapshot is collected in August each year and reports information regarding the numbers and demographics of years 1 and years 2 of this two year programme. This snapshot approach should be considered when comparing this data to other sources that use a different timeframe, and any variances acknowledged in this regard.

The data collection method is quality assured to meet the needs of the key stakeholders each year. The Key Stakeholders include:

- The Foundation School Directors and Managers
- The General Medical Council
- Health Education England (HEE)
- NHS Education for Scotland (NES)
- The Four UK Health Systems

An annual review of the data items (questions) and recommended changes requested from these stakeholders. No changes were noted for the 2016 data collection method.

The results of the 2016 data collection exercise are summarised 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 2016. The fifth section refers to appointees to the foundation year commencing in August 2016.

Where possible, a comparison with the results from the 2012, 2013, 2014 and 2015 reports are 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 that potentially could provide data to be included in this year's report is 23 compared to 25 in previous years. The actual number of schools provided a data return which is included in this report is 22 (the name of the schools providing a return for this report can be seen in Appendix Two).

# Section 1

## Foundation Schools 2015/16

This section describes the size (number of Trainee places), and staff compliment for the 23 UK Foundation Schools. The Foundation schools for the purpose of recruitment total 22 but for data received for this report 23 Foundation Schools are counted. This is due to Yorkshire and Humberside returning three data sets each for, North, South and West Yorkshire. The data presented in this report relates to the Foundation Year, August 2015 to August 2016.

In total (all 22 Foundation Schools) the number of Trainee places at the beginning of August 2015 were as follows:

- 7689 Foundation Year 1 (F1) places
- 7789 Foundation year 2 (F2) places

These numbers include Academic Foundation Programme (AFP) and Supernumerary places.

The Table below (Table Two), shows the total number of standard F1 and F2 (Std FP) 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 2012 (within 1.5%).

Total Number of Foundation programme Places Available August 2015												
FP places at the start of August 2016	Std FP	AFP	Total	Min	Max	Mean	Median	Year on Year Comparison (Median Excluding AFP)				
								2012	2013	2014	2015	2016
F1	6902	439	7341	171	872	334	288	271	266	278	269	267
F2	6965	473	7438	172	869	339	292	276	274	278	280	275

Table 1: Total Number of Foundation Programme Places

All 22 schools provided information about the number of places filled by Foundation Doctors on a two-year Foundation Programme and those appointed to a one-year F2 programme.

Table Three below shows the numbers of places filled and unfilled:

Foundation Places filled and unfilled at the start of August 2015						
Filled	F1			F2		
	Std FP	AFP	Total	Std FP	AFP	Total
2 year programme	7079	460	7539	6848	459	7307
Repeating all or part of year	60	1	61	84	2	86
1 year F2 post	N/A	N/A	N/A	238	9	247
<b>Overall Totals Filled</b>	<b>7139</b>	<b>461</b>	<b>7600</b>	<b>7170</b>	<b>470</b>	<b>7640</b>
Unfilled	F1			F2		
	Std FP	AFP	Total	Std FP	AFP	Total
	84	5	89	138	11	149
<b>Total Number of Places</b>	<b>7223</b>	<b>466</b>	<b>7689</b>	<b>7308</b>	<b>951</b>	<b>7789</b>

Table 2: Foundation Places filled and unfilled at the start of August 2015



Figure One, shows the Foundation Programme places filled and unfilled as a percentage of the total number of places in the 22 schools.

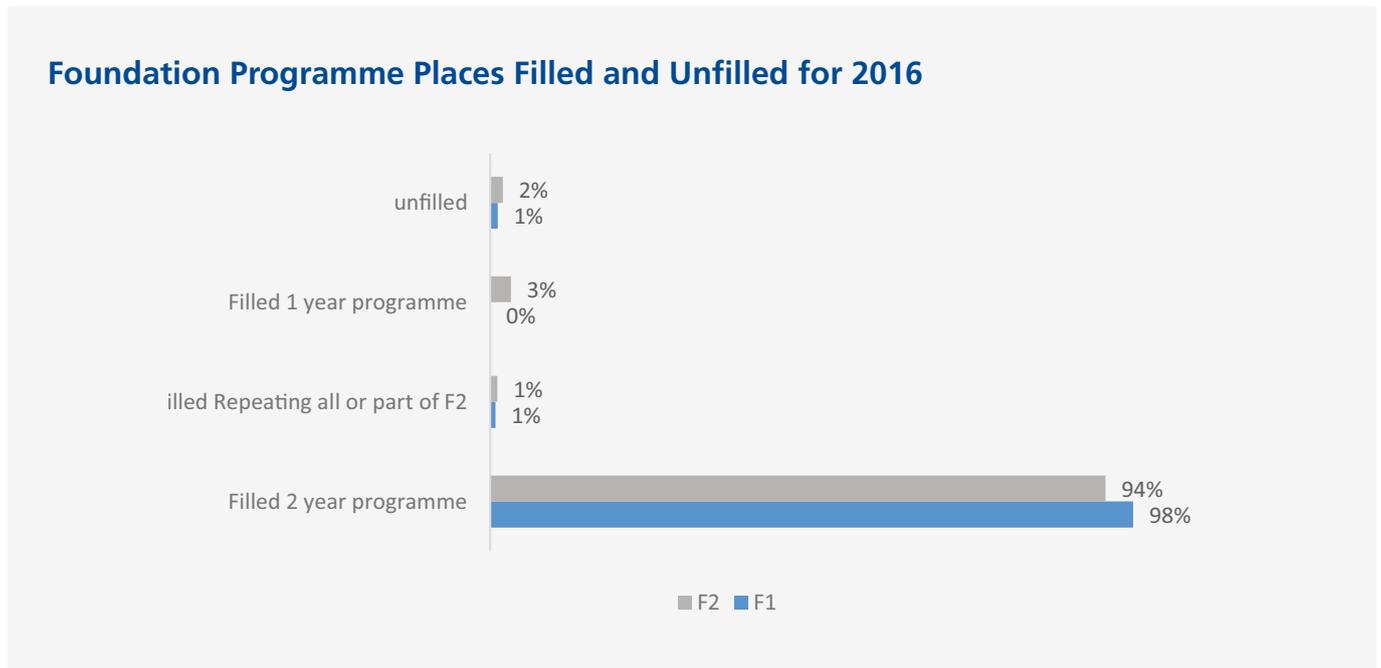


Figure One: Foundation Places filled and unfilled as a percentage, of the total number of places available (whole population)

### 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 several 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.

From the 23 foundation schools 22 provided data about unfilled places and reported that a total of 89 F1 and 149 F2 places were unfilled at the start of August 2015. The number of unfilled F1 places at the start of August 2015 (89) was lower than compared to the start of August 2014 (141).

Based on the reported numbers, (as a percentage of available places) 1.2% of F1 places and 1.9% of F2 places were unfilled at the start of the foundation year. Progress has been made since 2012, for F1 when 3.8% were unfilled but there has been an increase in F2 unfilled places compared to 3.1% in 2012.

## Reasons for unfilled places

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

Reasons for unfilled places at the start of the Foundation year 2015								
Number of Foundation Schools affected		Reasons for places remaining at the start of August 2015	F1		F1 Total	F2		F2 Total
F1	F2		Std FP	AFP		Std FP	AFP	
9	11	Appointee not identified by August 2015	24	2	26	46	6	52
2	4	Appointee transferring to another Foundation School, too late to find a replacement	2	0	2	6	0	6
1	4	Appointee transferring to a flexible training programme, too late to find a replacement	0	2	2	7	2	9
12	13	Appointee resigned, too late to find a replacement	47	1	48	58	1	59
6	0	Appointee failed finals, too late to find a replacement	11	0	11	0	0	0
0	7	Appointee not signed off at the end of F1, too late to find a replacement	0	0	0	15	0	15
0	0	Appointee undertaking F2 Outside of UK, too late to find a replacement	0	0	0	0	0	0
<b>Totals</b>			<b>76</b>	<b>5</b>	<b>89</b>	<b>125</b>	<b>9</b>	<b>141</b>

Table 3: Reasons for unfilled places at the start of the Foundation Year 2015

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

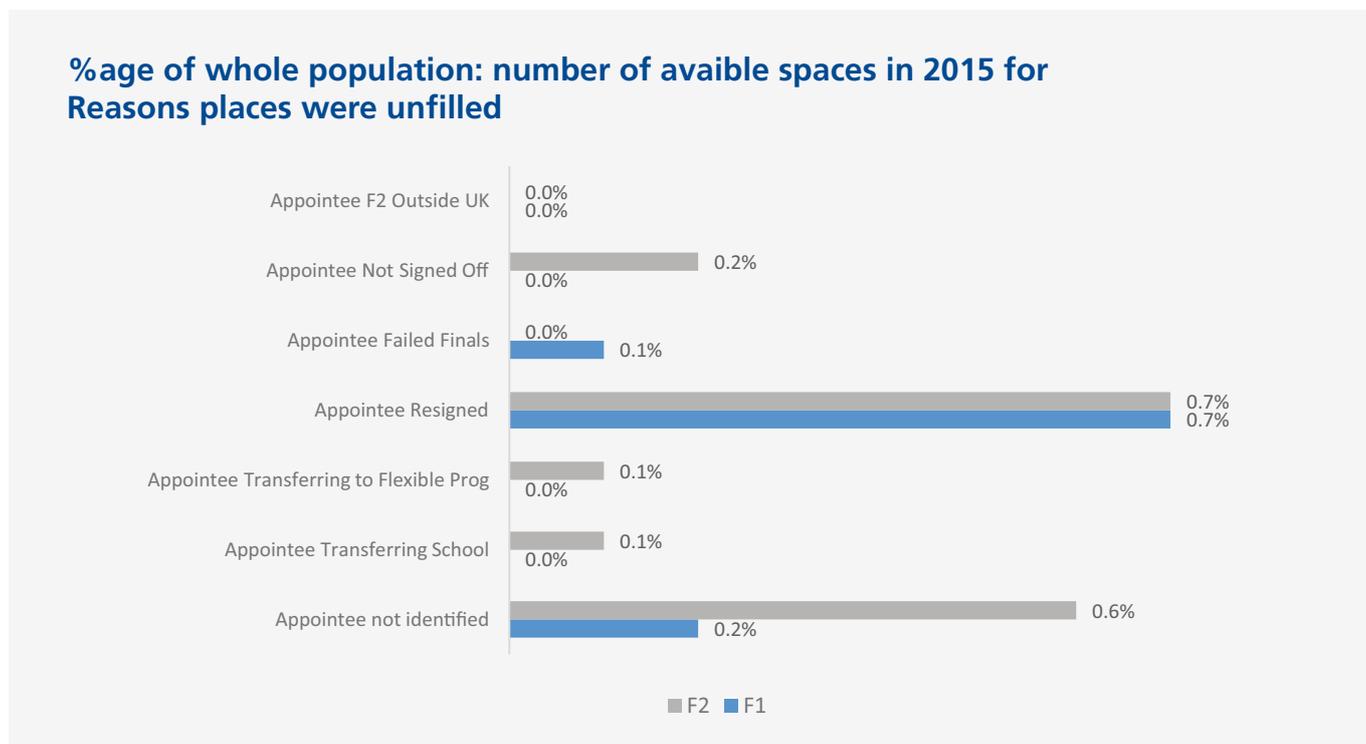


Figure Two: Reasons for unfilled places as a percentage of Available Places in 2016

## Description of Resources

The 22 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 2012 through

to 2016, and there has been minimal change for foundation school managers and foundation school administrators/coordinators since 2012. There has been a slight increase in 'other' resource for 2016 compared to the past three years.

Levels of Resource shown as Full Time Equivalent (FTE)									
Number of FS that have this role	Name of Role	Full Time Equivalent			Year on year MEDIAN comparison				
		Min	Max	Mean	2012	2013	2014	2015	2016
22	Foundation School Director	0.3	1	0.6	0.4	0.4	0.4	0.4	0.4
17	GP Associate Dean (time dedicated to Foundation)	0	1.4	0.2	0.1	0.1	0.1	0.1	0.1
22	Foundation School Manager	0.2	2.5	0.8	0.8	0.8	0.8	0.8	0.8
22	Foundation School Administrator/ coordinator	0.3	9	1.9	1.0	1.0	1.0	1.0	1
15	Other	0	8.5	1.4	1.0	1.0	1.0	0.7	1

Table 4: Level of resource shown as Full Time Equivalent (FTE) 2016



## Section 2

### Foundation Doctors 2014/16

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. Table 5 shows the number of Male and Female doctors as a percentage of the number of Foundation Doctors Outcomes (Signed off/NOT signed off) in August 2016.

#### Gender

The following Table shows the Gender split for 2015/16:

Gender Demographic for Foundation Doctors in 2015/16						
Foundation Year	Female		Male		No Gender Specified	
	%age	Number	%age	Number	%age	Number
F1 Outcomes (7593)	53.3%	4236	42.2%	3354	0.04%	3
F2 Outcomes (7696)	53.7%	4136	42%	3231	4.3%	329

Table 5: Gender Split for F1 and F2 for the year ending August 2016

Table 6 shows the gender split for F1 and F2 for the foundation years ending in August 2012, 2013, 2014, 2015 and 2016. The female:male ratio for both F1 and F2 has remained approximately 5:4 across the five years, although the percentage of males in both F1 and F2 gradually increased between 2012 until 2014 and remained stable

between 2015 and 2016. In comparison, the percentage of Females in both F1 and F2 continues to gradually decrease. It should be noted that in 2016 the survey offered respondents to select the option Prefer Not to Specify in response to the gender question. For 2016 4.3% of respondents did not specify their gender.

Five Year Comparison of Gender Split (2012 to 2016)										
Years	F1					F2				
	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
Female	59.8%	58.1%	56.7%	56%	53.3%	58.9%	59.7%	57.6%	57.4%	53.7%
Male	40.2%	41.9%	43.3%	44%	42.2%	41.1%	40.3%	42.4%	42.6%	42%

Table 6: Five-year comparison of Gender Split 2012 to 2016

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

Twenty of the 22 foundation schools providing data had F1 doctors training on a less than full-time (LTFT) basis for the foundation year starting August 2015. This compares to 20 schools for the previous year. The number of schools who had F2 doctors training LTFT was 20, three less than reported in the previous year.

Two foundation schools reported they generated supernumerary foundation posts (other than LTFT

supernumerary) to accommodate F1 doctor training. This compares to three schools in the previous year.

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

The total number of LTFT and supernumerary posts requested and approved is shown in Table 7.

Less Than Full Time (LTFT) and Supernumerary Foundation Training Requested and Approved for year ending August 2016					
No of FS effected	LTFT and Supernumerary Foundation Training Types	Standard		Academic	
		Reqstd	Apprvd	Reqstd	Apprvd
8	F1 LTFT in Job Share Posts	30	30	0	0
12	F1 LTFT in Supernumerary Posts	21	21	0	0
11	F1 LTFT Other Types	18	18	0	0
4	F1 supernumerary Other Types	4	2	0	0
<b>Total F1</b>		<b>73</b>	<b>71</b>	<b>0</b>	<b>0</b>
13	F2 LTFT in Job Share Posts	56	58	0	0
12	F2 LTFT in Supernumerary Posts	36	37	0	0
12	F2 LTFT Other Types	34	38	1	1
6	F2 supernumerary Other Types	9	10	0	0
<b>Total F2</b>		<b>119</b>	<b>127</b>	<b>1</b>	<b>1</b>

Table 7: LTFT and Supernumerary Foundation Training Requested and Approved 2016

The gender split for the F1 LTFT cohort is 20% male and 80% female. The gender split for the F2 LTFT cohort is 3% male and 97% female. Figures 3a and 3b shows the male: female ratios for LTFT training over the last five years.

#### F1 LTFT Five Year Comparison

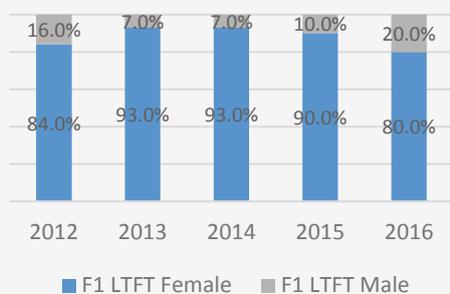


Figure 3a: F1 LTFT Gender Five-year comparison

#### F2 LTFT Five Year Comparison

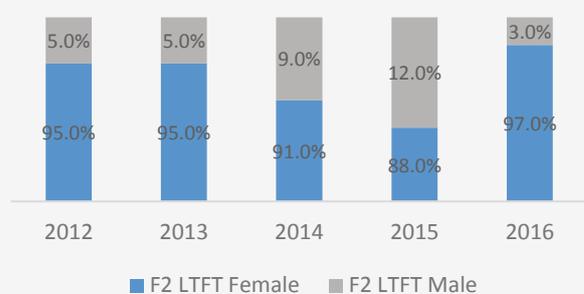


Figure 3b: F2 LTFT Gender Five-year comparison

For supernumerary training (not including LTFT posts) the gender split is 60% male and 40% female for F1 and 20% male and 80% female for F2.

Figure 4a shows the number of LTFT and supernumerary F1 doctors Approved as a percentage of the whole population of F1 Filled Posts for 2015/16, as it compares over the last five years. The percentage of F1 doctors training LTFT and in other supernumerary posts has decreased slightly this year.

Figure 4b shows the number of LTFT and supernumerary F2 doctors Approved as a percentage of the whole population of F2 Filled Posts for 2015/16, as it compares over the last five years. As with F1 doctors, the percentage of F2 doctors training LTFT has decreased slightly as have the percentage of F2 doctors in other supernumerary posts.

**F1: LTFT and Other Supernumerary Five Year Comparison**

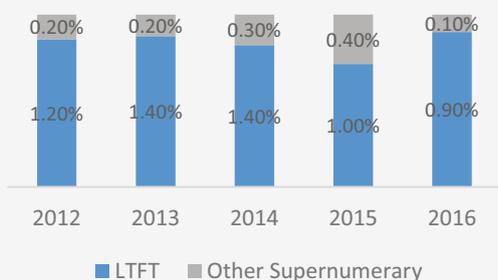


Figure 4a: F1: LTFT and supernumerary Five Year Comparison

**F2: LTFT and other Supernumerary Five Year Comparison**

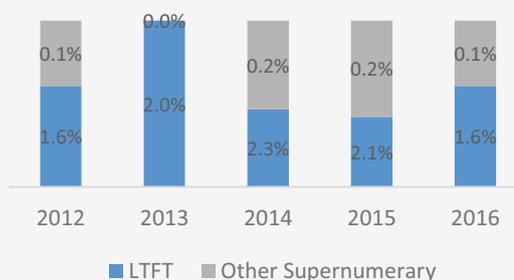


Figure 4b: F2: LTFT and supernumerary Five Year Comparison

## Section 3

# Delivering foundation training 2015/16

This section relates to the foundation year commencing in August 2015 and ending in August 2016.

Topics covered include:

- matching to programmes
- configuration of placements
- specialties experienced during Foundation Programme training
- 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 22 foundation schools who submitted data 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 nine.

Foundation Schools matching to one or two year rotations Five Year Comparison					
	2012	2013	2014	2015	2016
One-year rotation	6	7	8	10	7
Two-year rotation	13	10	11	12	11
Combination of both	6	8	6	1	4

Table 8: Foundation Schools matching to one or two year rotations (Five-year comparison)

## Configuration of foundation programmes

Since August 2012, 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 (four and six months) total of 97.1% of F1 placements and 99.4% of F2 placements which meet the recommended duration.

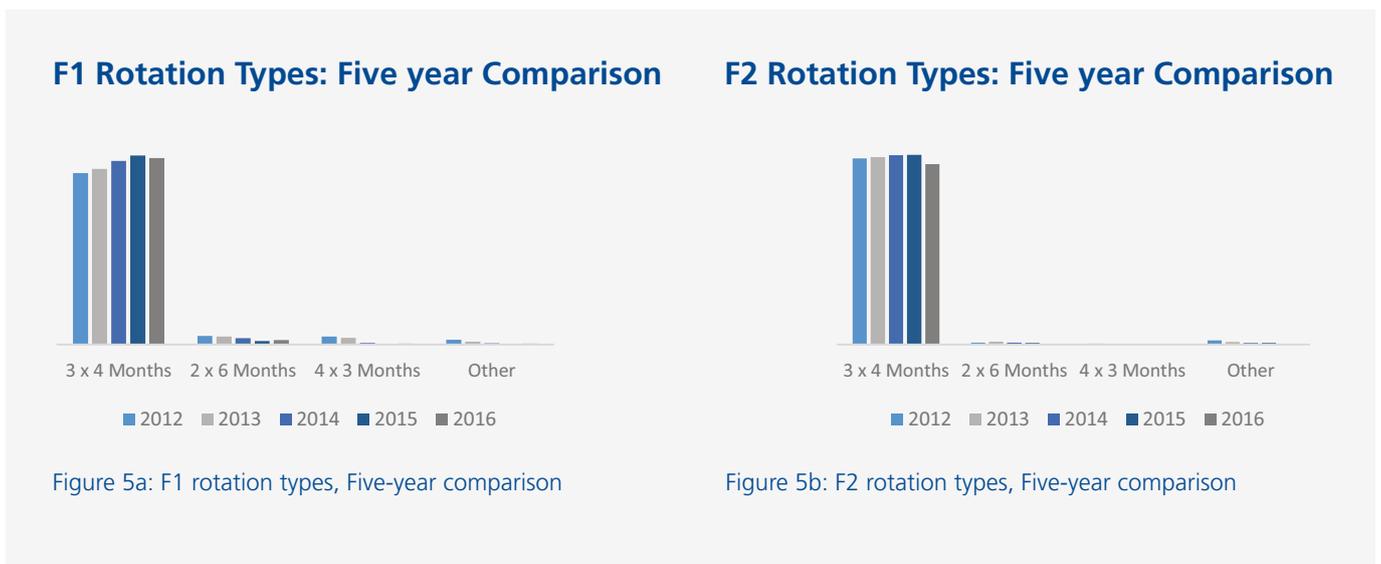
The percentage of F1 and F2 placements meeting the recommended duration has increased year on year, for the period 2012 to 2014. Increasing from 93.2% to 99.8% in 2014/15. The percentage for F1 placements since 2014 has remained stable at around 99%, with a slight decrease for 2015/16. The percentage of F2 placements meeting the recommended duration has also remained relatively stable with a light decrease for 2015/16.

Table 9 shows the configuration of Foundation Programme placements from across all schools.

Configuration of Foundation Programmes								
Number of FS		Configuration of Rotations	F1			F2		
F1	F2		Standard FP	AFP	Total	Standard FP	AFP	Total
21	21	3 x 4 Months	6974	439	7413	7268	475	7743
7	3	2 x 6 Months	170	0	170	4	12	16
1	0	4 x 3 Months	36	0	36	0	0	0
5	3	Other	40	0	40	28	1	29
<b>Totals</b>			<b>7220</b>	<b>439</b>	<b>7659</b>	<b>6965</b>	<b>473</b>	<b>7788</b>

Table 9: configuration of Foundation Programme Placements

Figures 5a (F1) and 5b (F2) below, show the percentage of individual rotations comprising different configurations reported in the last five years.



## 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.

Twenty-one foundation schools provided information about the specialties experienced by both F1 and F2 doctors. Table 10a, 10b and 10c

show the percentage of F1 and F2 doctors rotating through each Certificates of Completion Training (CCT) specialty (top three specialties for each grade highlighted in blue).

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

Name of CCT Specialties	F1 Experiencing Rotation	F2 Experiencing Rotation
Academic: Education	0.1%	1.0%
Academic: Management and learning	0.0%	0.2%
Academic: Research	1.8%	4.3%
Acute Internal medicine	16.6%	9.7%
Allergy	0.0%	0.0%
Anaesthetics	4.0%	2.1%
Audio Vestibular Medicine (Audiological Medicine)	0.0%	0.0%
Cardiology	10.6%	5.3%
Cardio-thoracic Surgery	0.2%	1.6%
Chemical Pathology	0.0%	0.4%
Child and Adolescent Psychiatry	0.2%	0.3%
Clinical Genetics	0.0%	0.0%
Clinical Neurophysiology	0.0%	0.0%
Clinical Oncology	0.7%	1.8%
Clinical Pharmacology and Therapeutics	0.2%	0.2%
Clinical Radiology	0.3%	0.4%
Community Placement Specialties <sup>1</sup>	0.7%	1.5%
Community Sexual and Reproductive Health	0.0%	0.5%
Dermatology	0.4%	0.5%
Diagnostic Neuropathology	0.0%	0.0%
Emergency Medicine (A&E)	6.3%	44.6%
Endocrinology and Diabetes Mellitus	6.1%	2.3%
Forensic Histopathology	0.0%	0.0%

Table 10a: Percentage of foundation doctors rotating through each CCT specialty

<sup>1</sup> Covers all experience of providing care in the community apart from GP. For example, community psychiatry, community paediatrics, dermatology, homeless care, substance abuse.

<b>Name of CCT Specialties</b>	<b>F1 Experiencing Rotation</b>	<b>F2 Experiencing Rotation</b>
Forensic Psychiatry	0.0%	0.1%
Gastroenterology	10.4%	3.6%
General (Internal) Medicine	51.3%	20.3%
General Practice	0.1%	47.7%
General Psychiatry	14.0%	16.6%
General Surgery	70.7%	15.6%
Genito-urinary medicine	0.5%	1.6%
Geriatric Medicine	27.2%	15.4%
Haematology	1.8%	2.5%
Hepatology	0.5%	0.1%
Histopathology	0.2%	0.3%
Immunology	0.0%	0.1%
Infectious Diseases	1.1%	0.7%
Intensive Care Medicine	3.9%	6.2%
Medical Microbiology	0.0%	0.9%
Medical Microbiology and Virology	0.0%	0.1%
Medical Oncology	0.9%	1.8%
Medical Ophthalmology	0.0%	0.1%
Medical psychotherapy	0.0%	0.0%
Medical Virology	0.0%	0.0%
Neurology	0.7%	1.3%
Neurosurgery	0.4%	1.9%
Nuclear Medicine	0.0%	0.1%
Obstetrics and Gynaecology	3.4%	12.9%
Occupational Medicine	0.1%	0.1%
Old Age Psychiatry	1.5%	1.7%
Ophthalmology	0.3%	1.7%
Oral and Maxillo-facial Surgery	0.0%	0.4%
Otolaryngology	1.6%	5.5%
Paediatric and Perinatal Pathology	0.0%	0.0%
Paediatric Cardiology	0.0%	0.0%
Paediatric Surgery	1.0%	0.6%
Paediatrics	7.9%	15.9%
Palliative Medicine	0.9%	1.6%
Pharmaceutical Medicine	0.0%	0.0%

Table 10b: Percentage of foundation doctors rotating through each CCT specialty (contd#1)

Name of CCT Specialties	F1 Experiencing Rotation	F2 Experiencing Rotation
Plastic Surgery	0.8%	1.2%
Psychiatry of Learning Disability	0.0%	0.1%
Public Health Medicine	0.2%	1.2%
Rehabilitation Medicine	1.1%	1.1%
Renal Medicine	2.7%	2.9%
Respiratory Medicine	14.0%	4.7%
Rheumatology	1.7%	0.9%
Sport and Exercise Medicine	0.0%	0.0%
Stroke Medicine	2.5%	1.3%
Trauma and Orthopaedic Surgery	13.1%	18.4%
Tropical Medicine	0.0%	0.0%
Urology	8.7%	3.8%
Vascular Surgery	4.9%	1.1%

Table 10c: Percentage of foundation doctors rotating through each CCT specialty (contd#2)

Tables 11 and 12 show the top five specialties experienced by F1 and F2 doctors reported in the last five years. Overall, the top three specialties experienced by F1 doctors have remained the same for the last five years. The Fourth and Fifth places have been interchangeable with the newest leader in fifth place for 2016 noted as Respiratory Medicine.

For F2 doctors the top five specialties generally have remained the same for the previous five years, but the most notable change over this period is that General Surgery has disappeared from the top five since 2014 and two new contenders noted in 2015 and 2016; Paediatrics and General Psychiatry.

F1 Top Five Specialties										
Ranked	2012		2013		2014		2015		2016	
	Spclty Name	%age	Spclty Name	%age						
<b>First</b>	General Surgery	82.3%	General Surgery	79.6%	General Surgery	73.3%	General Surgery	76.3%	General Surgery	70.7%
<b>Second</b>	General (Internal) Medicine	58.9%	General (Internal) Medicine	61.3%	General (Internal) Medicine	56.4%	General (Internal) Medicine	57%	General (Internal) Medicine	51.3%
<b>Third</b>	Geriatric Medicine	23.1%	Geriatric Medicine	24%	Geriatric Medicine	21.9%	Geriatric Medicine	23.5%	Geriatric Medicine	27.2%
<b>Fourth</b>	Trauma & Orthopaedic Surgery	14.7%	Trauma & Orthopaedic Surgery	14.9%	Acute Internal Medicine	15%	Acute Internal Medicine	17.1%	Acute Internal Medicine	16.6%
<b>Fifth</b>	Acute Internal Medicine	12.5%	Acute Internal Medicine	14.1%	Trauma & Orthopaedic Surgery	13.8%	Trauma & Orthopaedic Surgery	13.8%	Respiratory Medicine	14%

Table 11: Top Ranked Specialties Experienced by F1 doctors over the previous five years

F2 Top Five Specialties										
Ranked	2012		2013		2014		2015		2016	
	Spclty Name	%age								
First	Emergency medicine	43.8%	Emergency medicine	43%	Emergency medicine	45.1%	General practice	45.7%	General practice	47.7%
Second	General practice	43.8%	General practice	40.7%	General practice	43.3%	Emergency medicine	42.4%	Emergency medicine	44.6%
Third	General (internal) medicine	22.9%	Trauma & Orthopaedic Surgery	21.2%	Trauma & Orthopaedic Surgery	19.6%	General (internal) medicine	20.3%	General (internal) medicine	20.3%
Fourth	Trauma & Orthopaedic Surgery	21.6%	General (internal) medicine	19.6%	General (internal) medicine	19.5%	Trauma & Orthopaedic Surgery	19.3%	Trauma & Orthopaedic Surgery	18.4%
Fifth	General Surgery	20.4%	General Surgery	16.5%	General Surgery	15.8%	Paediatrics	16.2%	General Psychiatry	16.6%

Table 12: Top Ranked Specialties Experienced by F2 doctors over the previous five years

## Specialties experienced via ‘tasters’

A ‘taster’ could be defined as a short period 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-One foundation schools provided information on tasters. In some areas, HEE Local Offices/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 21 schools who provided taster information, 20 indicated that doctors undertook tasters during F2, with 18 schools recording tasters being undertaken during F1.

Table 13 shows the total number of taster experiences, by specialty, undertaken during the foundation year ending in August 2016.

Total Number of Tasters Experienced (Naming Specialty) at end 2016		
Specialty Name	F1 No. of tasters	F2 No. of Tasters
Academic medicine	29	68
Anaesthetics	62	8
Anaesthetics and critical care	26	208
Breast Surgery	0	1
CAHMS (Mental health)	1	0
Cardiology	1	1
Care of the Elderly	1	0
Dermatology	2	0
Diabetes	0	1
Emergency medicine	14	57
Endocrinology	0	1
ENT	0	2
Gastroenterology	0	1
General practice	60	99
General Surgery	4	1
Genitourinary Medicine	0	1
Haematology	1	1
Histopathology	1	0
ICU	3	2
Medical specialities	151	309
Micro Biology	0	2
Neurology	0	0
Obstetrics & gynaecology	29	52
Ophthalmology	29	32
Orthopaedics	2	1
Paediatrics	67	100
Palliative Care	1	1
Pathology and laboratory based specialities	16	25
PICU Great Ormond Street	4	3
Plastics	1	0
Psychiatry	30	68
Public health medicine	11	44
Radiology	44	96
Rheumatology	1	0
Sexual Health	0	2
Simulation	2	0
Surgical specialities	55	130
Undergraduate Education	0	3
Vascular Surgery	22	1
<b>Totals</b>	<b>670</b>	<b>1321</b>

Table 13: Number of Tasters Experienced at end of 2016

Figure 6 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.

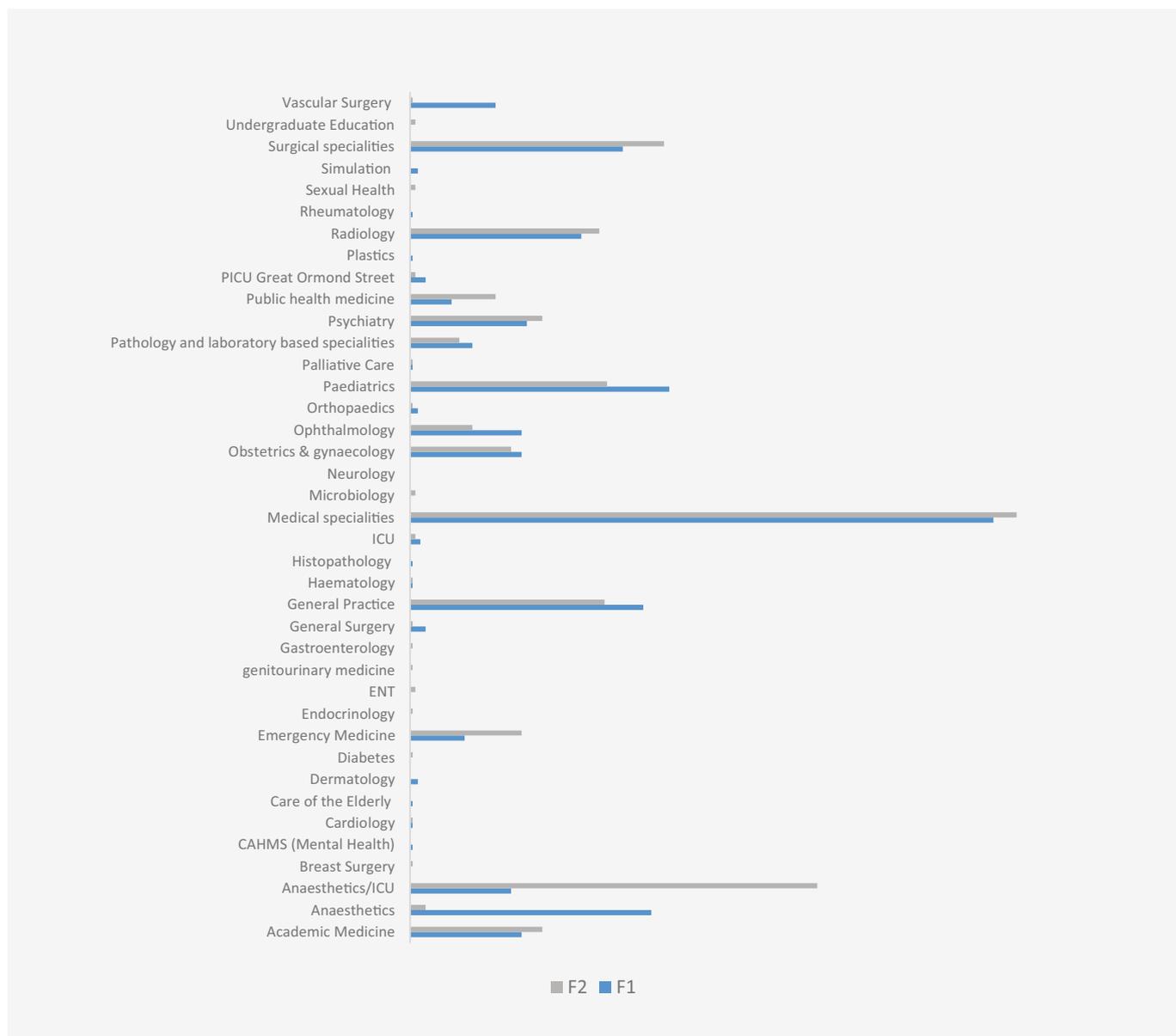


Figure 6: Percentage of tasters undertaken in each specialty

Figure 7 shows the number of tasters that were recorded at school-level, undertaken during F1 and F2 for 2012, 2013, 2014, 2015 and 2016. The year on year comparison shows a gradual increase in the number of tasters undertaken during F1 between 2012 and 2015 but this has decreased in 2016. The number of tasters taken for F2 has fluctuated around the 1200 number and peaked in 2015 but has also decreased for 2016.

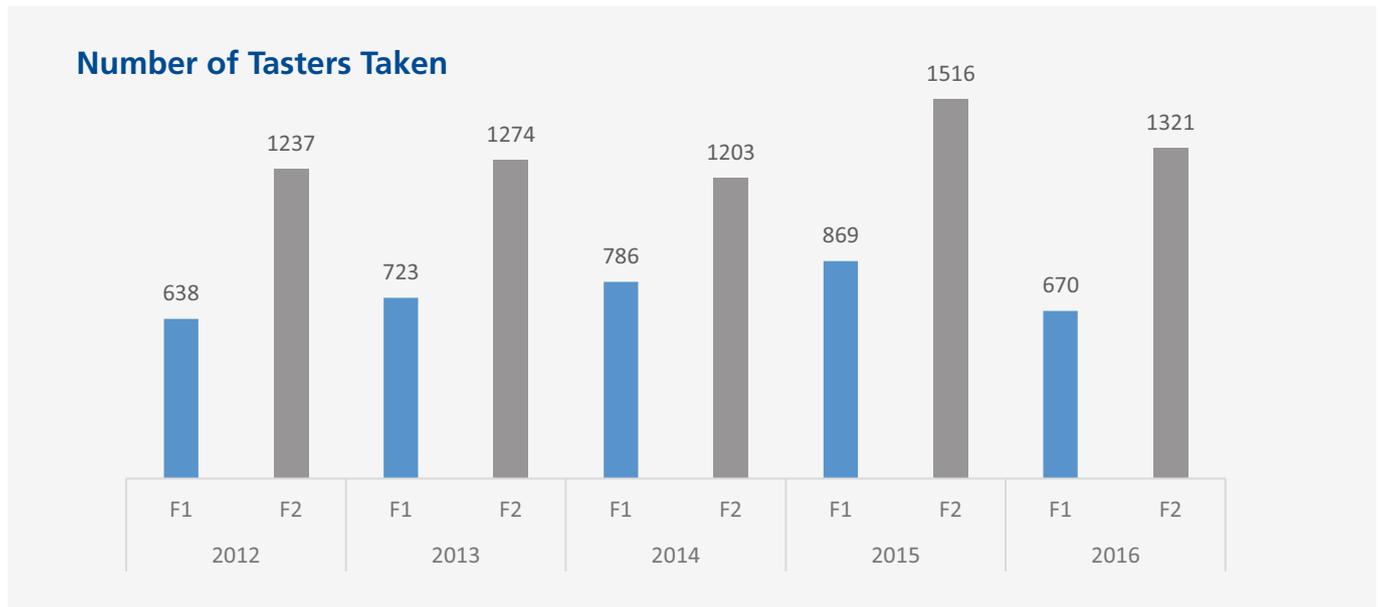


Figure7: Total number of tasters undertaken (Five-year comparison)

### 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 14 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 2016, 'Other' countries were reported as: Hong Kong 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. There has been an increase for Foundation Schools permitting F2 in Australia between the years 2015 and 2016.

Number of Doctors approved to undertake F2 in: Australia, New Zealand and 'Other'										
Country	2012		2013		2014		2015		2016	
	No. of F2 Doctors	No. of Foundation Schools affected	No. of F2 Doctors	No. of Foundation Schools affected	No. of F2 Doctors	No. of Foundation Schools affected	No. of F2 Doctors	No. of Foundation Schools affected	No. of F2 Doctors	No. of Foundation Schools affected
Australia	13	6	7	5	1	1	0	0	4	3
New Zealand	20	9	16	8	5	3	4	2	4	2
Other	15	1	0	0	3	1	3	3	2	1
<b>Totals</b>	<b>48</b>		<b>23</b>		<b>9</b>		<b>7</b>		<b>10</b>	

Table 14: F2 undertaken Outside of the UK

## Section 4

# Outcomes and career destinations 2014/16

### F1 outcomes

The 22 foundation schools submitting data provided information about the outcomes for their F1 doctors, in August 2016:

- The total number of doctors signed off in F1 were 7422 (97.7%)
- 171 (2.3%) were not signed off
- 45 of those not signed off continued for a further year as expected due to training less than full-time

Table 15 shows how this compares in the previous five years:

F1 doctor Outcomes (Signed off/Not signed off)									
2012		2013		2014		2015		2016	
Signed off	Not Signed off	Signed off	Not Signed off	Signed off	Not Signed off	Signed off	Not Signed off	Signed off	Not Signed off
97%	3%	96.8%	3.2%	97.1%	2.9%	97.6%	2.4%	97.7%	2.3%

Table 15: F1 Outcomes (five-year comparison)

### F2 outcomes

In August 2016:

- 7397 (96.1%) F2 doctors successfully completed their Foundation Training and were 'signed off'.
- 299 (3.9%) were not signed off

Table 16 shows how this compares in the previous five years:

F2 doctor Outcomes (Signed off/Not signed off)									
2012		2013		2014		2015		2016	
Signed off	Not Signed off	Signed off	Not Signed off	Signed off	Not Signed off	Signed off	Not Signed off	Signed off	Not Signed off
97%	3%	96.1%	3.9%	95.7%	4.3%	95.7%	4.3%	96.1%	3.9%

Table 16: F2 Outcomes (five-year comparison)

## 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 17 shows a breakdown of the destinations for F1 doctors successfully completing F1 in August 2016.

Destinations for F1 Doctors completed (signed off) in August 2016				
No. of Foundation Schools affected	Description of Destinations for Doctors Continuing with Foundation	Standard F1	Academic F1	Total F1
<b>No. of F1 Doctors Signed off and Continuing with the Foundation Programme</b>				
21	Progressed to F2 in the same Foundation School	96.4%	99.5%	96.6%
6	Progressed to F2 in a different Foundation School "Inter Foundation School Transfer" (IFST)	0.2%	0%	0.1%
17	Stand-alone F2 in a different Foundation School	1.7%	0%	1.6%
4	F2 Outside the UK (prospectively approved)	0.1%	0%	0.1%
7	Statutory Leave but intend to return	0.3%	0%	0.3%
12	Approved Time Out of Foundation (TOFP), intend to return	0.3%	0%	0.3%
2	Other destination but continuing with Foundation	0%	0%	0%
<b>Total: F1 Doctors Signed off and continuing with the Foundation Programme</b>		<b>99%</b>	<b>99.5%</b>	<b>99%</b>
No. of Foundation Schools affected	Description of Destinations for Doctors leaving Foundation	Standard F1	Academic F1	Total F1
<b>No. of F1 Doctors Signed off but NOT continuing with the Foundation Programme</b>				
12	Returning to 'home' country	0.5%	0.2%	0.5%
7	Medical Training Outside the UK	0.2%	0%	0.2%
2	Career Break	0%	0%	0%
3	Ill Health	0.1%	0%	0.1%
3	Permanently left medicine	0%	0%	0%
3	Other Destination leaving Foundation Programme	0.1%	0%	0.1%
4	Unknown Destination Leaving Foundation Programme	0.1%	0%	0.1%
<b>Total: Signed off but NOT continuing with the Foundation Programme</b>		<b>1.0%</b>	<b>0.2%</b>	<b>1.0%</b>
<b>Overall Total: Signed off/NOT signed off (100%)</b>		<b>100%</b>	<b>99.7%</b>	<b>100%</b>

Table 17: Destinations for F1 doctors Signed Off August 2016

A total of 69 (0.9%) F1 doctors who successfully completed their F1 year in August 2016 left the Foundation Programme. This is consistent with 62 (0.8%) in 2015, 46 (0.6%) in 2014, 48 (0.7%) in 2013, 56 (0.8%) in 2012 and 78 (1.1%) in 2011. Table 18 shows the reasons why and numbers associated with each reason in 2016.

<b>Reasons for Leaving the Foundation Programme after successful F1</b>				
<b>Number of Foundation Schools effected</b>	<b>Reasons for Leaving Foundation Programme after successful F1</b>	<b>Standard Foundation Programme</b>	<b>Academic Foundation Programme</b>	<b>Total</b>
12	International Medical Graduates returning to Home Country	32	1	33
7	Medical Training Outside the UK	13	0	13
2	Career Break	3	0	3
3	Ill Health	5	0	5
3	Permanently Left Medicine	3	0	3
3	Other Outcome, leaving FP	5	0	5
4	Unknown Outcome, Leaving FP	7	0	7
<b>Totals</b>		<b>68</b>	<b>1</b>	<b>69</b>

Table 18: Reasons for Leaving the Foundation Programme after successful F1 2016

As a percentage of all F1 doctors Signed Off, for each year, Figure 8 shows the reasons for leaving the Foundation Programme after successfully completing F1 for the past five years.

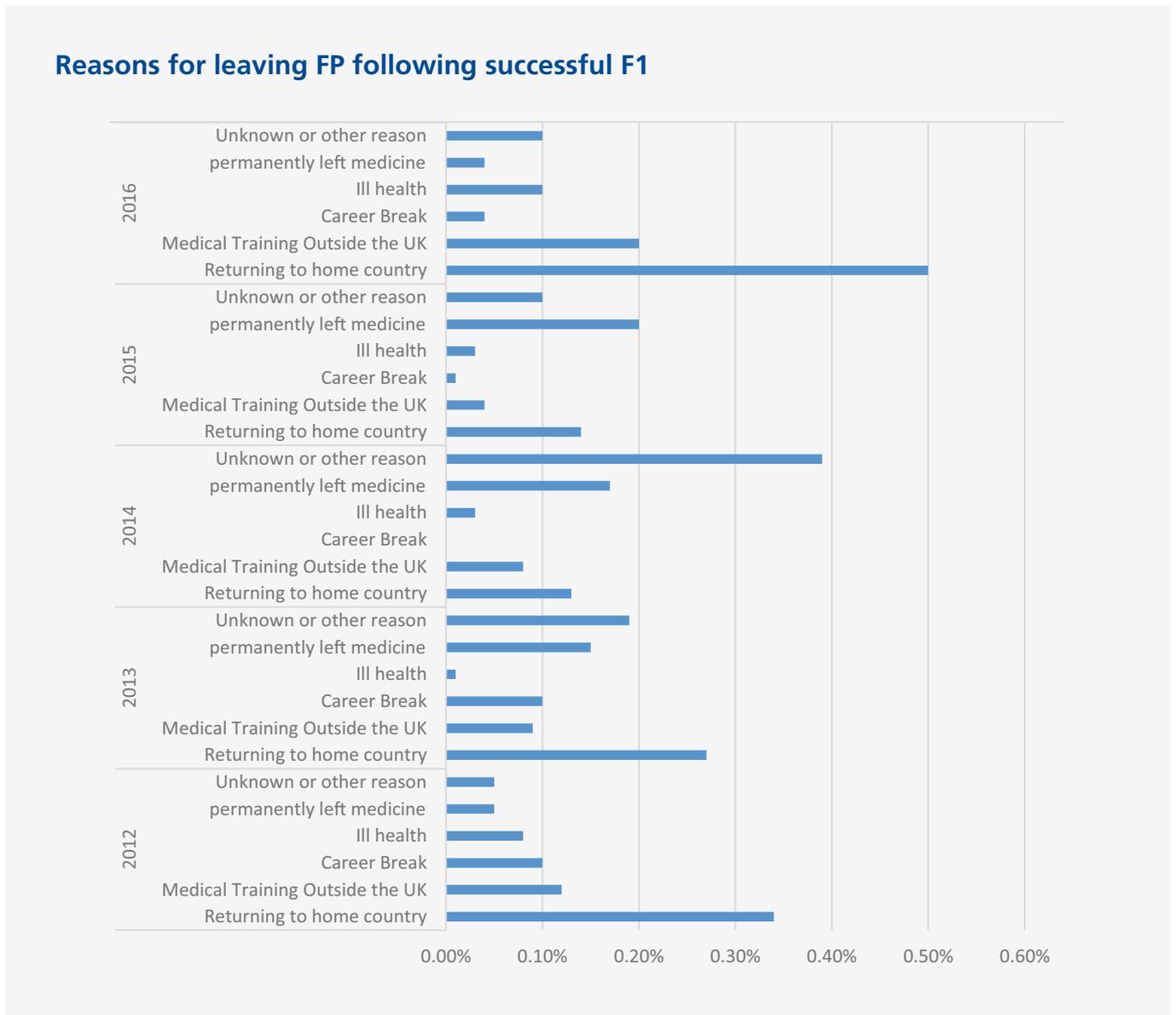


Figure 8: Reasons for Leaving the Foundation Programme after successful F1 2016 (five-year comparison)

## F2 destinations

7065 doctors who satisfactorily completed the programme in August 2016 provided information about their next career destination. This response rate of 95.5% is slightly lower than in previous years (average 98%). From the 7065, only 6736 (91.1%) responses provided all requested information.

The destination survey data shows 50.4% were appointed to specialty training in the UK. This figure is lower than reported in 2015 (52%). The

percentages (66.2%) appointed to clinical-related (spec, locum, service) posts in the UK, is slightly lower than reported in 2015 (67.2%), still seeking employment as a doctor in the UK and taking a career break are higher than in 2015 (5.9% and 13.1%).

Table 19 shows the intended career destinations for F2 doctors completing FPs and AFPs.

<b>Destinations for F2 doctors</b>	<b>Standard Foundation Programme Destinations (6326)</b>	<b>Academic Foundation Programme Destinations (410)</b>	<b>All F2 destinations (6736)</b>
Specialty training in UK - run-through training programme	33%	22.7%	32.8%
Specialty training in UK - core training programme	15.2%	21.5%	15.4%
Specialty training in UK - academic programme	0.6%	5.9%	0.7%
Specialty training in UK - FTSTA	0%	0%	0%
Specialty training in UK - deferred for higher degree	0.4%	0.7%	0.4%
Specialty training in UK - deferred for statutory reasons	1.1%	0.7%	1.1%
<b>Sub-total for specialty training in UK</b>	<b>50%</b>	<b>51.5%</b>	<b>50.4%</b>
Locum appointment for training (LAT) in UK	0.5%	1.2%	0.5%
Service appointment in UK	8.4%	7.3%	8.3%
Other appointment in UK (inc. Further Study, Military Post)	7%	4.4%	7.0%
Still seeking employment as a doctor in the UK	5.9%	5.4%	5.9%
Specialty training outside UK	0.3%	0.5%	0.3%
Other appointment outside UK (inc. service outside uk)	7.8%	7.8%	7.8%
Still seeking employment as a doctor outside the UK	4.7%	3.9%	4.6%
Not practising medicine - taking a career break	13.2%	15.4%	13.1%
Not practising medicine - permanently left profession	0.6%	1.2%	0.6%
Turned down specialty training in the UK as location unsuitable	0.6%	0.7%	0.6%
Undecided/No Response	1%	0.7%	0.7%
<b>Sub total other destinations</b>	<b>50%</b>	<b>48.5%</b>	<b>49.6%</b>
<b>Total signed off, known destinations</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Table 19: F2 Career Destinations 2016

## Reasons for not being signed off (F1 and F2)

The 22 foundation schools submitting data for this report provided further details for F1 and F2 doctors not signed off at the end of the foundation year.

Table 20 shows the breakdown of reasons for 2016.

In total, 204 (2.7%) F1 doctors and 286 (3.9%) F2 doctors were not signed off in August 2016. This

compares to 2.4% of F1s and 4.3% of F2s not signed off in 2015.

In 2016, the total number of doctors not signed off included 43 (0.6%) F1 doctors and 82 (1.1%) F2 doctors who were training LTFT and who continued into a further year as expected.

Reasons for Not begin signed off August 2016						
Reason for not being signed off	F1			F2		
	Standard Foundation Programme	Academic Foundation Programme	Total	Standard Foundation Programme	Academic Foundation programme	Total
Less than full time training (LTFT)	45	2	43	80	2	82
More than 4-week absence	38	0	38	85	0	85
Extended or remedial training agreed	49	1	47	68	3	71
Left programme after extended training	5	0	5	0	0	0
Dismissed following GMC referral	8	0	8	3	0	3
Dismissed no GMC referral	2	3	5	1	2	3
Resigned	18	0	17	25	1	26
Left Programme- Other reason	16	3	19	12	0	12
Left programme – unknown reason	3	1	4	4	0	4
<b>Total</b>	<b>194</b>	<b>10</b>	<b>204</b>	<b>278</b>	<b>8</b>	<b>286</b>

Table 20: Reasons for not being Signed Off 2016

<sup>2</sup>Further information on F2 career destinations is provided via a supplementary report, the F2 Career Destination Report 2016, which can be found on the UKFPO website ([www.foundationprogramme.nhs.uk](http://www.foundationprogramme.nhs.uk)).

A comparison of reasons for not being signed off as a percentage of the total number of F1 doctors (Filled spaces) in the relevant schools for the last five years is shown in Figure 9. The same information for F2 doctors is shown in Figure 10, on the next page.

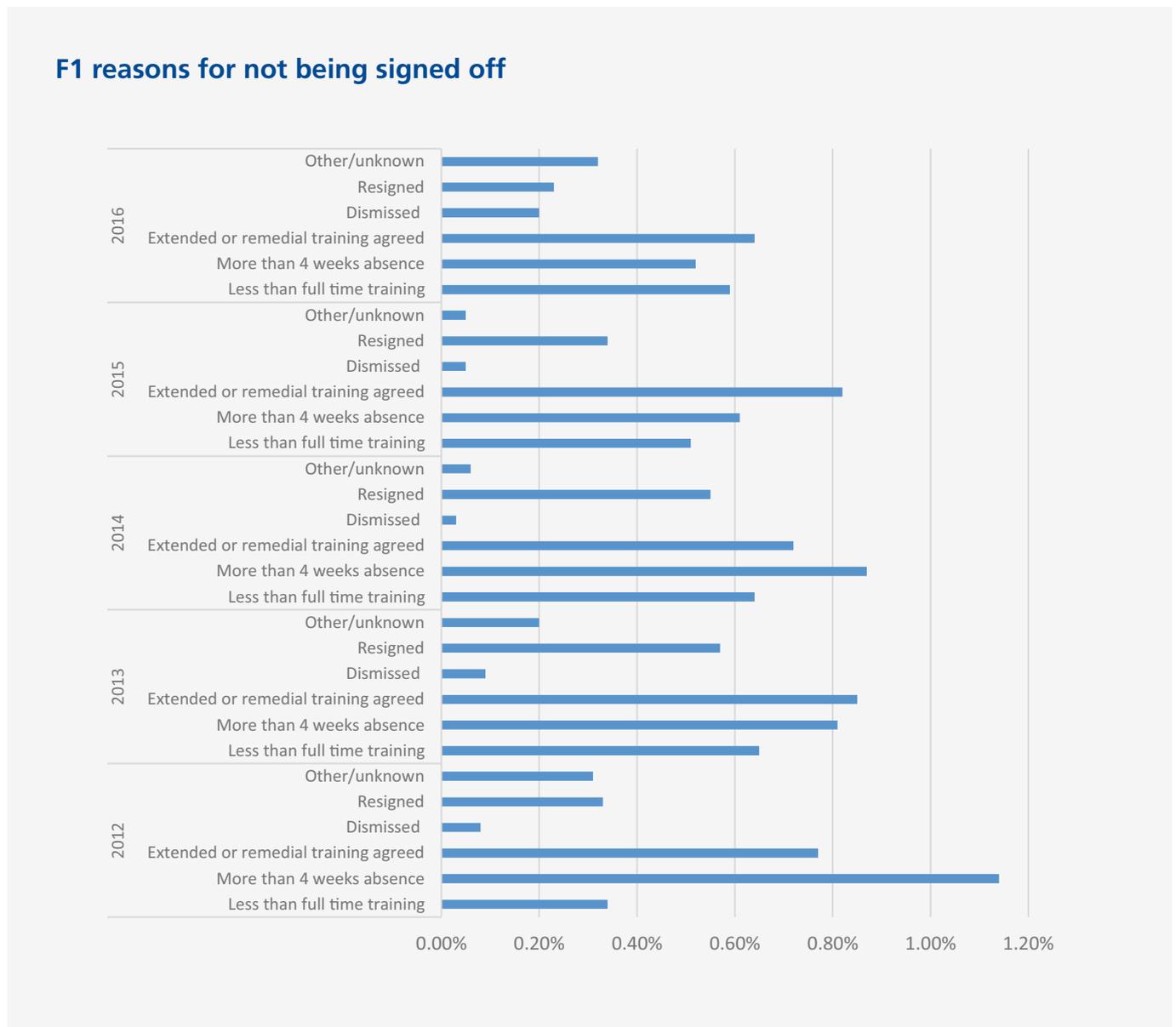


Figure 9: F1 Reasons for not being signed off (five-year comparison)

## F2 reasons for not being signed off

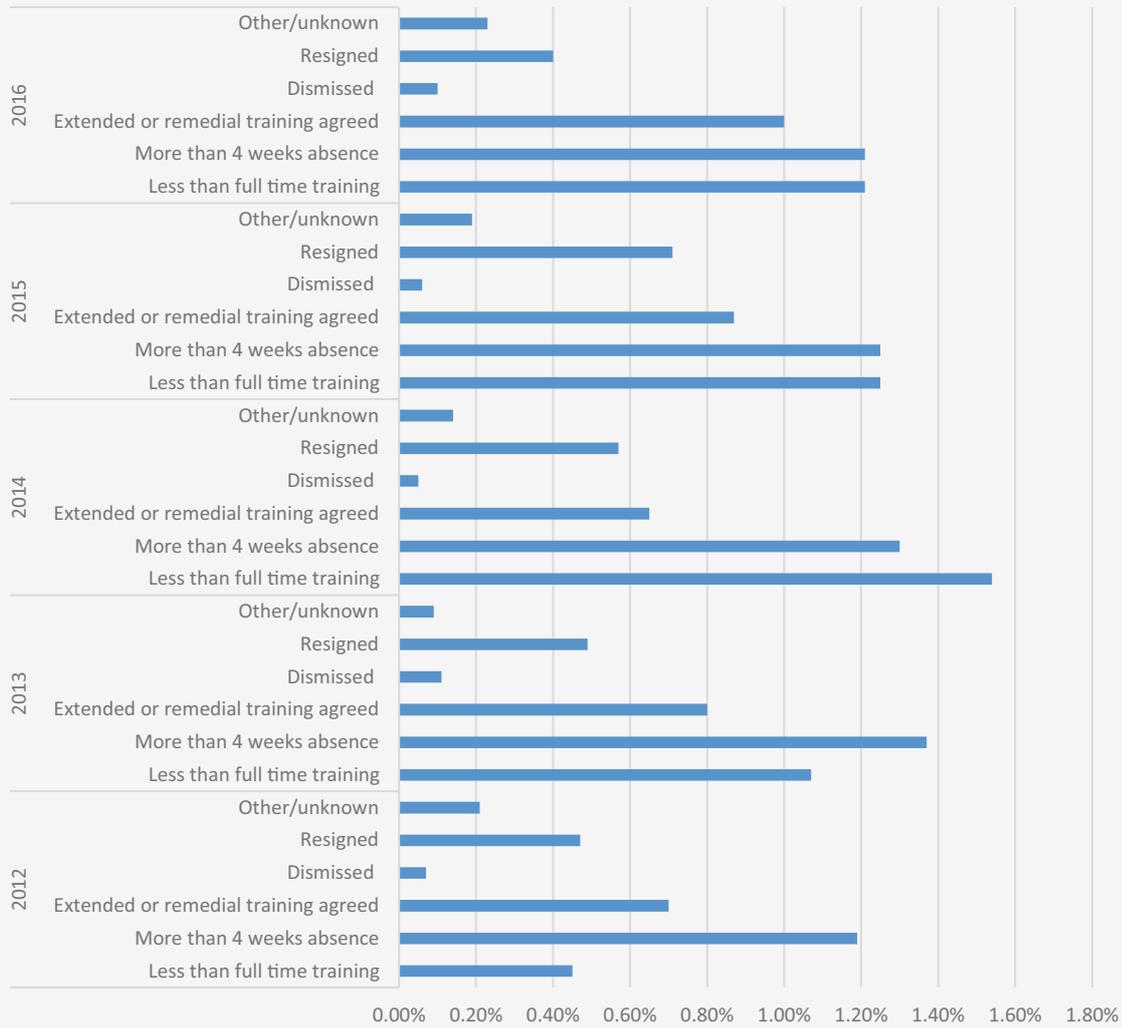


Figure 10: F2 Reasons for not being signed off (five-year comparison)

## Appeals against non-progression

Nine foundation schools received appeals against non-progression at the end of F1 and four schools at the end of F2. Table 21 shows the number of appeals received and the number that were successful at the end of F1 and F2 in 2016.

Number of Appeals Against non-progression in 2016						
Appeals	F1			F2		
	Standard Foundation Programme	Academic Foundation Programme	Total	Standard Foundation Programme	Academic Foundation programme	Total
Appeals Received	12	0	12	4	0	4
Decisions pending	1	0	1	0	0	0
Unsuccessful Appeals	9	0	9	3	0	3
Successful Appeals	2	0	2	1	0	1

Table 21: Appeals against non-progression in 2016

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 22.

Five-year comparison for Number of Appeals for non-progression										
Appeals	F1					F2				
	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
Appeals Received	4	12	7	7	12	3	8	6	10	4
Decisions Pending	0	1	3	0	1	1	0	0	1	0
Unsuccessful Appeals	3	8	2	4	9	2	7	4	4	3
Successful Appeals	1	3	2	3	2	0	1	2	5	1

Table 22: Appeals against non-progression Five-year comparison

## Foundation doctors in difficulty (DiD)

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

All 22 foundation schools who submitted data provided information about the doctors they supported under their local DiD policy and processes. A total of 235 F1s and 212 F2s were supported across the UK.

Of the 235 F1 doctors being supported, 61 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 2015/16 43 of the 212 F2 doctors being supported were repeating their F2 training. These numbers compare to 42 F1s and 41 F2s being supported during a repeat year reported in 2015.

A summary of all doctors monitored via local DiD processes (including those following an academic foundation programme) is shown in Table 23.

Summary of the Numbers of Doctors monitored as 'In difficulty' August 2016				
Type of Foundation Doctor	F1 (Including repeat F1 doctors)		F2 (Including repeat F2 doctors)	
	No.	%age	No.	%age
Standard Foundation Programme Doctor	228	97.0%	207	97.6%
Academic Foundation Programme Doctor	7	3%	5	2.4%
<b>Totals</b>	<b>235</b>	<b>100%</b>	<b>212</b>	<b>100%</b>

Table 23: Summary of Doctors monitored as Doctors in Difficulty August 2016

The number of doctors being monitored in 2016 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, finally 278 F1s and 239 F2s in 2015. 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 11 shows the year on year comparison of Doctors in Difficulty.

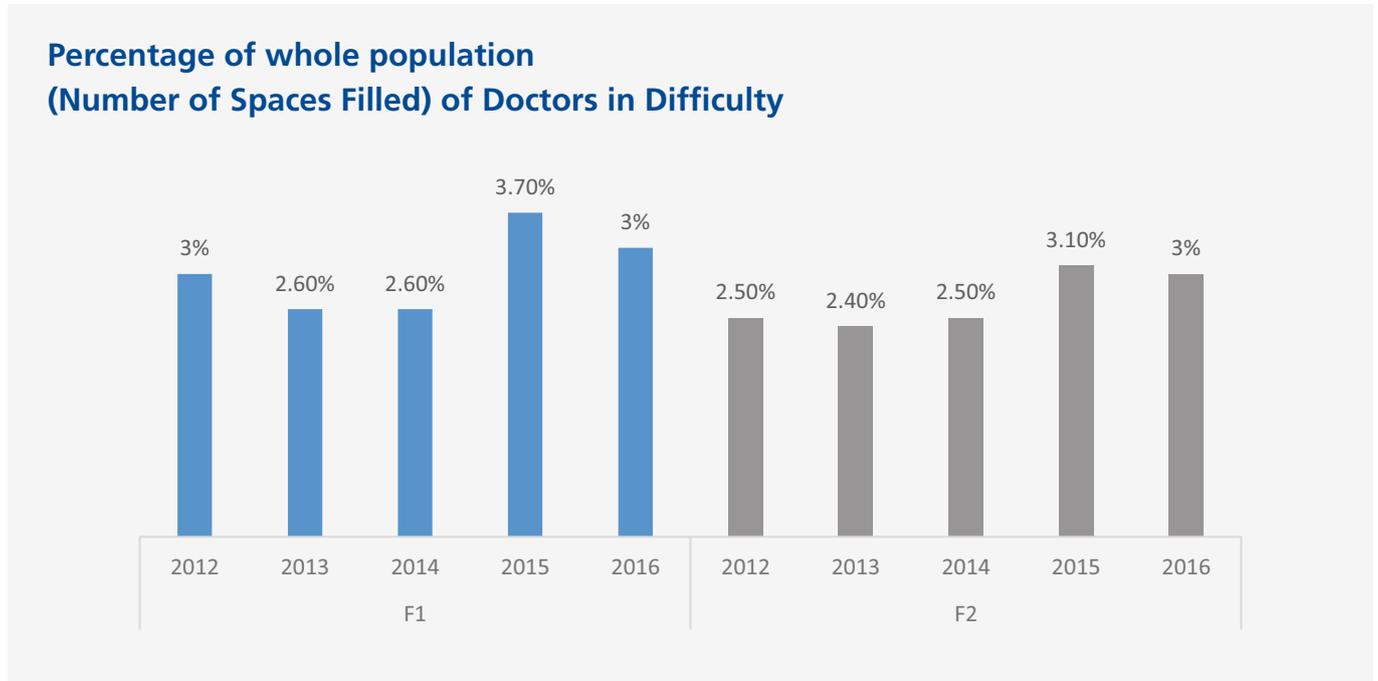


Figure 11: F2 Percentage of whole population of Doctors in Difficulty (five-year comparison)

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 the Professional and Linguistics Assessments Board (PLAB) as part of the national application process.

Table 24 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).

No. of Foundation School effected	Category of Foundation Doctors in Difficulty	F1 (Including Repeat F1)	F2 (Including Repeat F2)
16	Less Than Full Time (LTFT)	22	22
13	Supernumerary	15	9
9	Referred to GMC	8	5
5	Passed clinical assessment	9	1
4	Required to pass PLAB	2	4
21	Identified via Transfer of Information (TOI)	121	86

Table 24: Categories of Foundation Doctors in Difficulty August 2016

Figure 12 shows the F1 numbers represented as a percentage of the total F1 doctors being monitored for the last five years.

In 2016, the percentage of doctors in difficulty as identified via the Transfer of Information (TOI) process continued to increase compared to previous years, 48.3% of these doctors had been identified as having difficulties via the form.

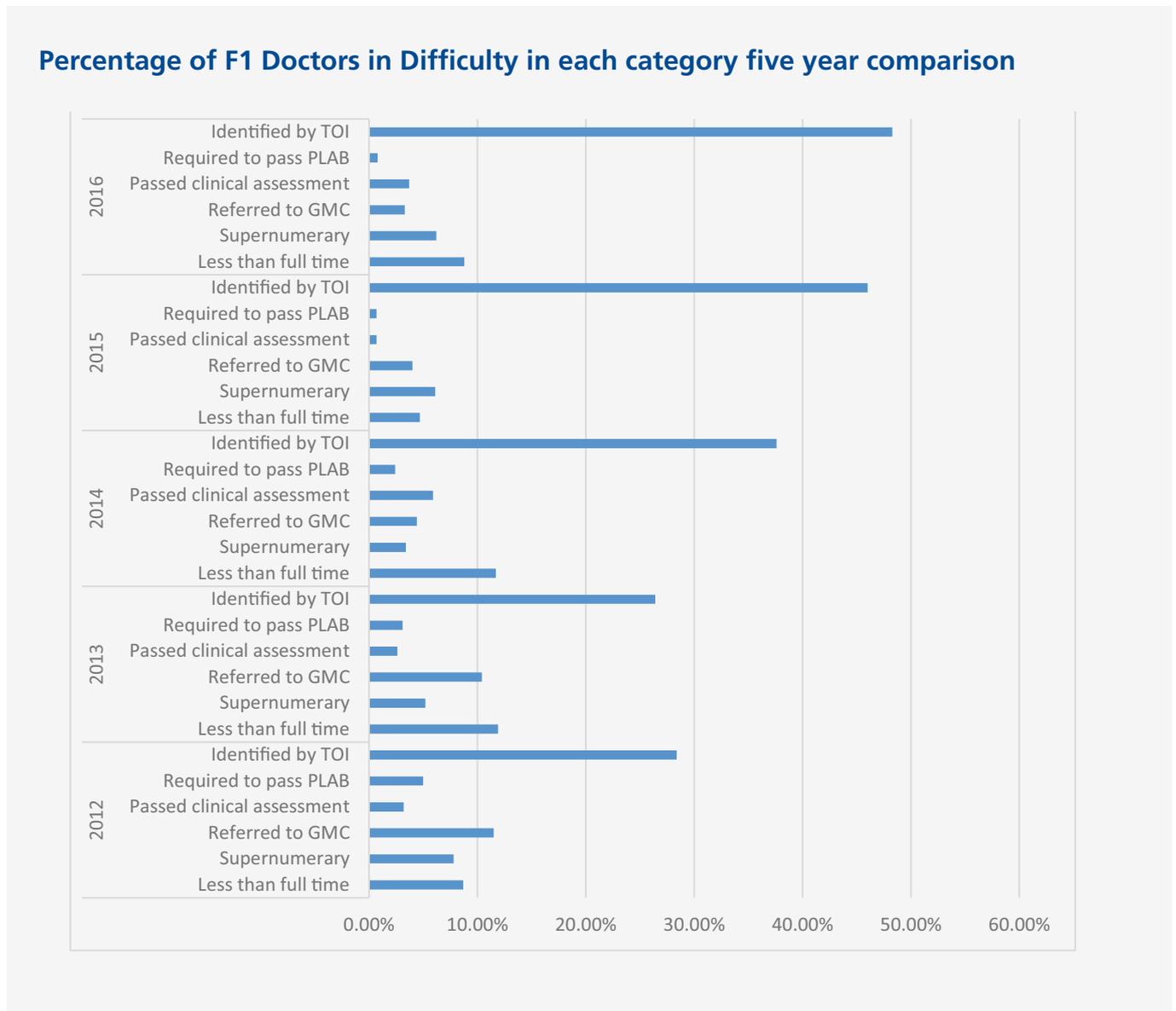


Figure 12: F1 Percentage of Doctors in Difficulty in each category (five-year comparison)

The same information for F2 doctors in difficulty is shown in Figure 13.

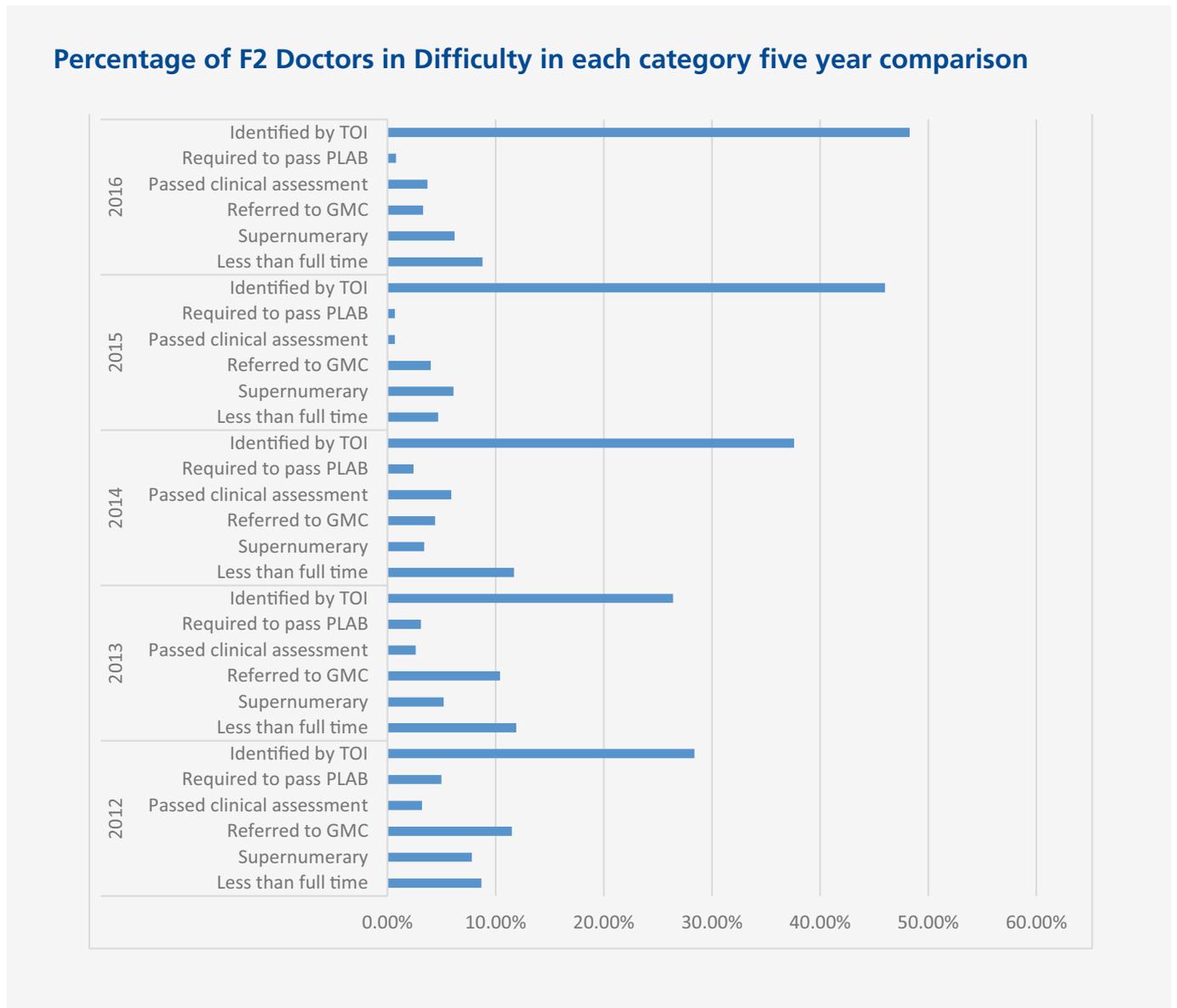


Figure 13: F2 Percentage of Doctors in Difficulty in each category (five-year comparison)

## 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 25 shows the place of qualification for doctors being monitored

Place of Primary Medical Qualification (PMQ) for Doctors being monitored			
No. of Foundation Schools effected	Place of PMQ	F1	F2
21	UK Medical School	227	207
0	EEA Medical School (excluding UK)	1	0
9	Non- EEA Medical School	13	9
0	Unknown	0	0
<b>Totals</b>		<b>241</b>	<b>216</b>

Table 25: Place of Primary Medical Qualification for Doctors being monitored 2016

The numbers shown in Table 25 are represented as a percentage of the total number of doctors being monitored. Figure 14. shows this for F1 and the same information is shown for F2 in Figure 15.

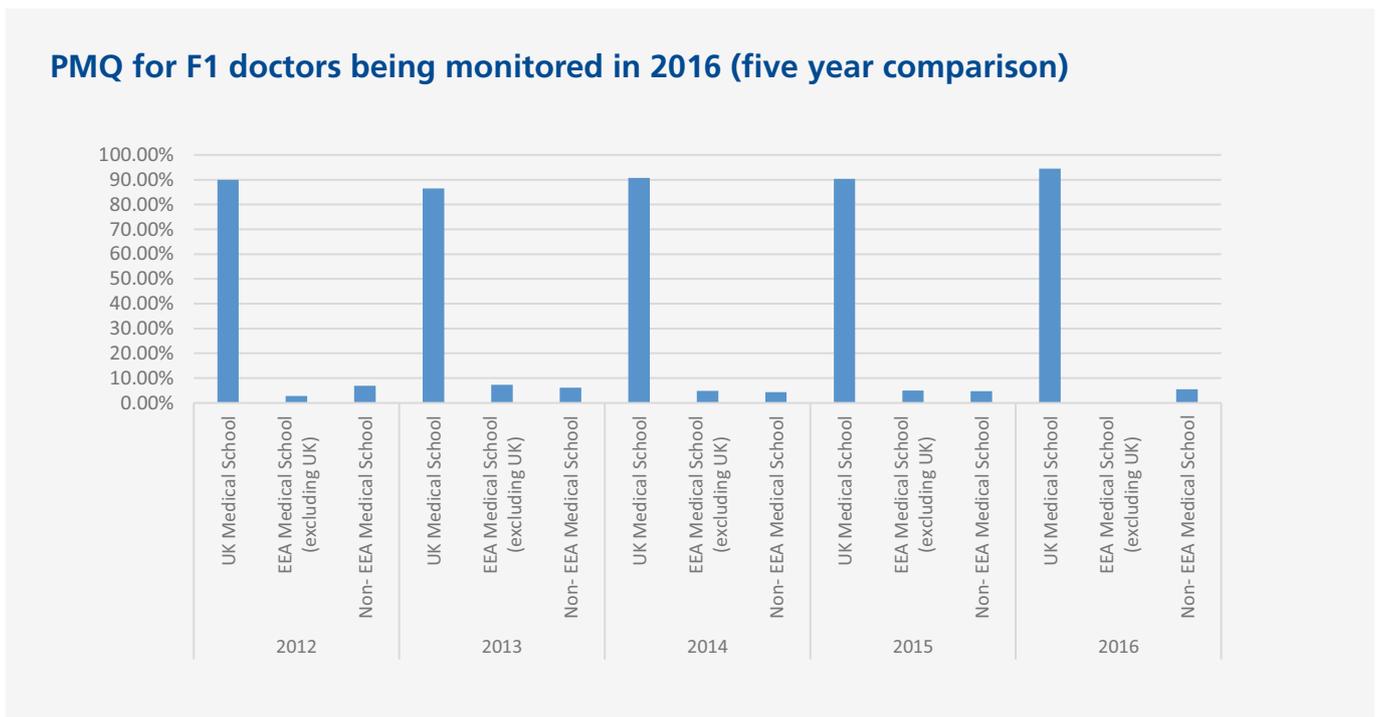


Figure 14: F1 PMQ for doctors being monitored in 2016

### PMQ for F2 doctors being monitored in 2016 (five year comparison)

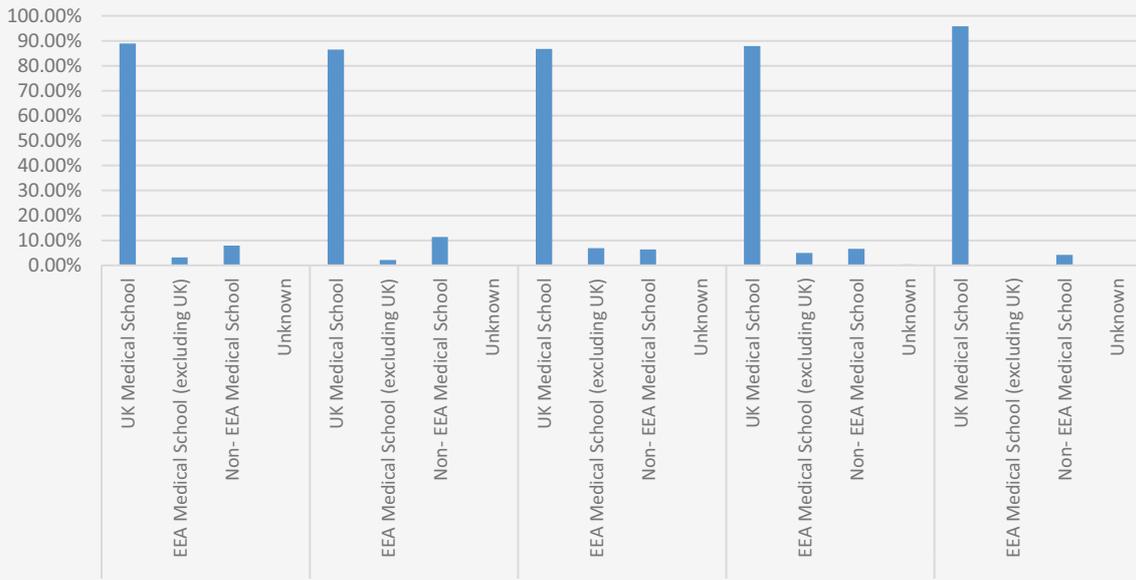


Figure 15: F2 PMQ for doctors being monitored in 2016

Table 26 shows the number of F1 doctors in difficulty who graduated from UK, EEA or non-EEA medical schools as a percentage of the total number of F1 Doctors appointed from each “Place of Qualification” for the years 2012, 2013, 2014, 2015 and 2016.

Percentage of F1 Doctors monitored per Place of Qualification (five-year comparison)					
Place of Qualification	% age being monitored				
	2012	2013	2014	2015	2016
UK Medical School	2.7%	2.3%	2.5%	3.3%	5.1%
EEA Medical School (Excluding UK)	7.9%	14.4%	9.5%	8.7%	6%
Non EEA Medical School	12.9%	9.6%	7.7%	14%	8.9%

Table 26: Percentage of F1 doctors monitored per place of qualification (five-year comparison)

## 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 2016. 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 27: Areas of concern for foundation doctors in difficulty

Number of Doctors in F1 and F2 for main Areas of Concern August 2016		
Areas of concern (GMC Domains) for doctors being monitored	F1	F2
Knowledge, skills and performance	102	79
Safety and quality	19	18
Communication and partnerships with patients	34	17
Working with colleagues	38	28
Maintaining trust (probity)	10	22
Health	140	134

Table 27: Number of doctors in F1 and F2 for main areas of concern August 2016

The number for each area of concern for the past three 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 16. The same information is shown for F2 in Figure 17. Due to more than one area of concern being selected for individual doctors the percentages do not total 100%.

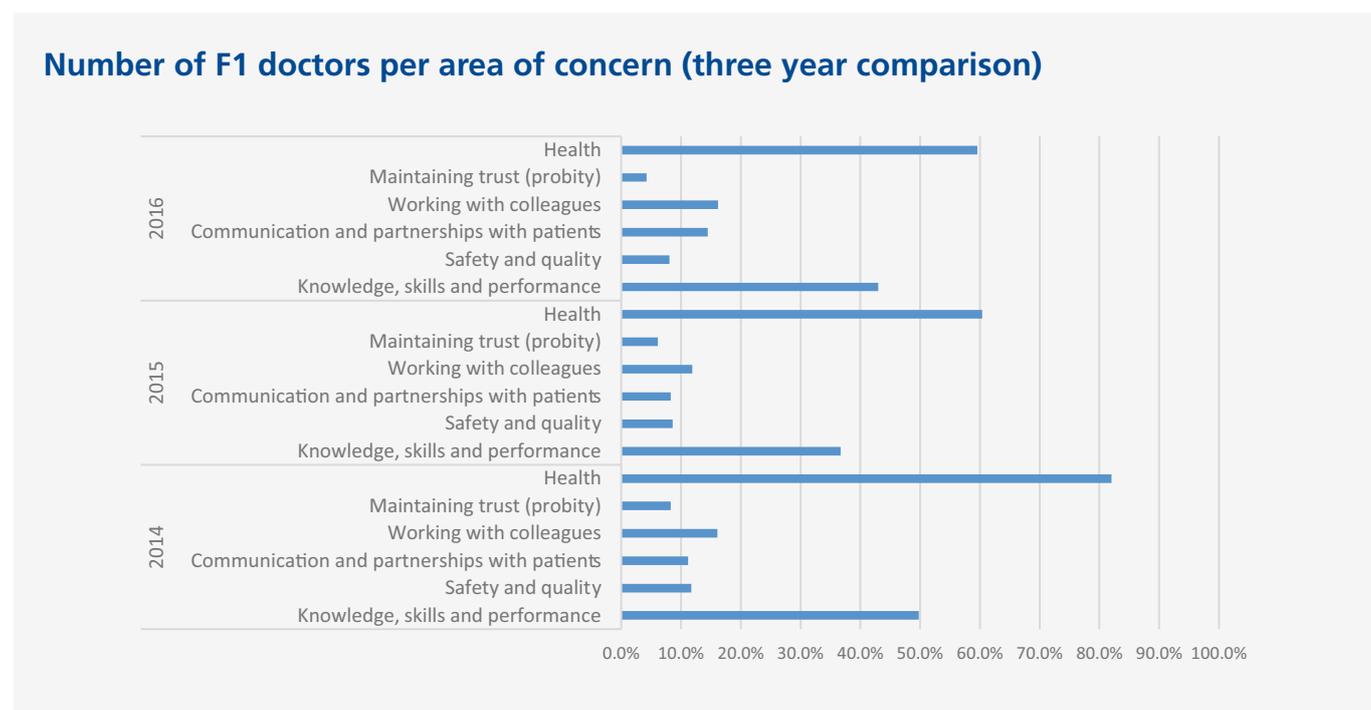


Figure 16: Number of F1 doctors per area of concern (three-year comparison)

### Number of F2 doctors per area of concern (three year comparison)

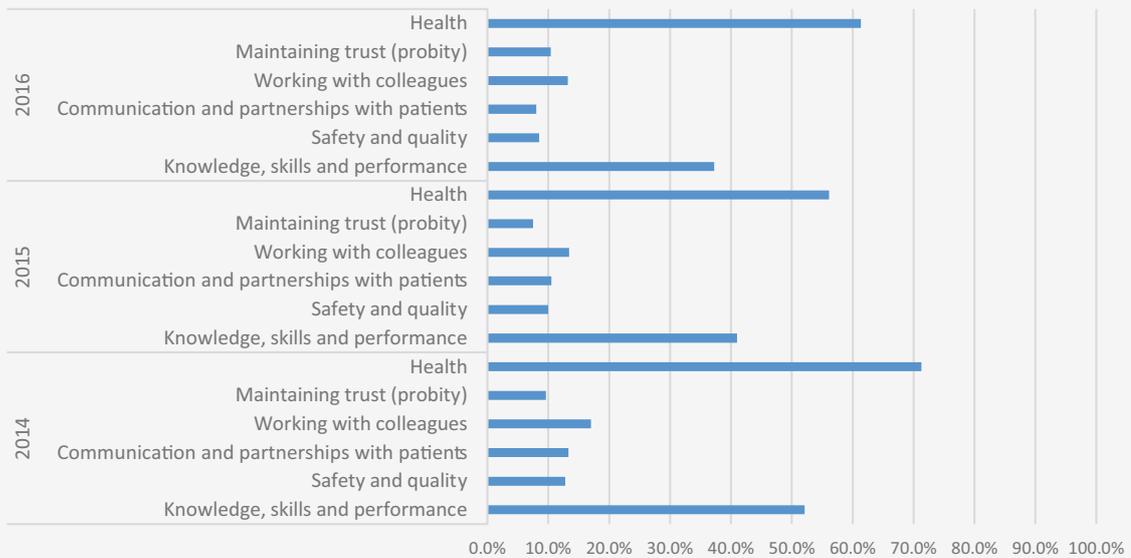


Figure 17: Number of F2 doctors per area of concern (three-year comparison)

### 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.

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 75.3% of the F1s and 77.8% 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.

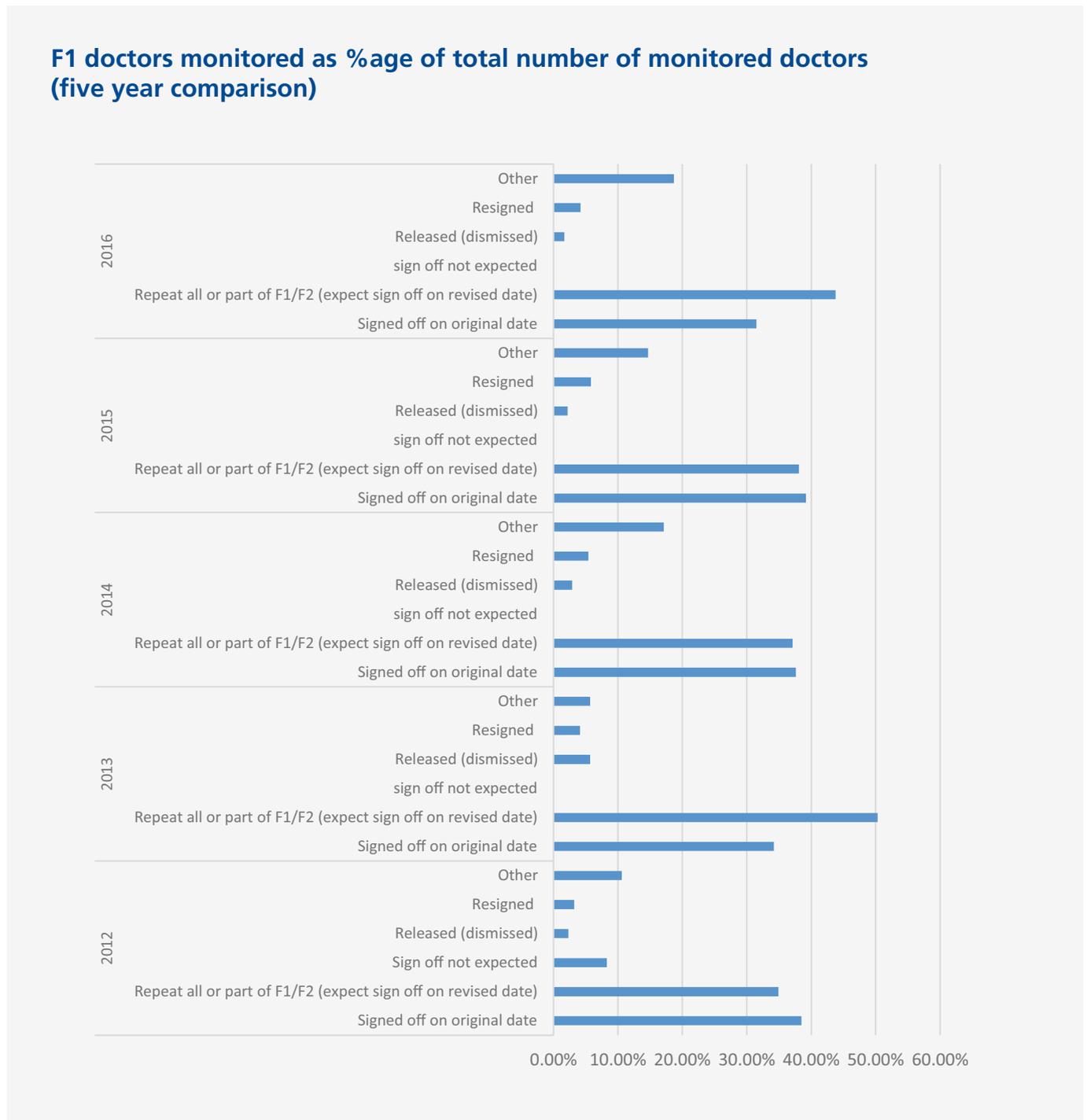
Whilst the revised 2013 outcome descriptors are used in the relevant table and graphs, the previous descriptors

The range of outcomes for doctors being monitored is shown in Table 28.

Number of Doctors for the Range of outcomes for doctors being Monitored (F1 and F2) August 2016		
Outcomes for Doctors in Difficulty	F1 (n235)	F2 (n212)
Signed off on original date	74	76
Repeat all or part of F1/F2 (expect sign off on revised date)	103	89
Released (dismissed)	4	3
Resigned	10	3
Other	22	25
No Outcome Listed	22	16
<b>Total</b>	<b>235</b>	<b>212</b>

Table 28: Number of doctors for the range of outcomes for doctors being monitored (F1 and F2) August 2016

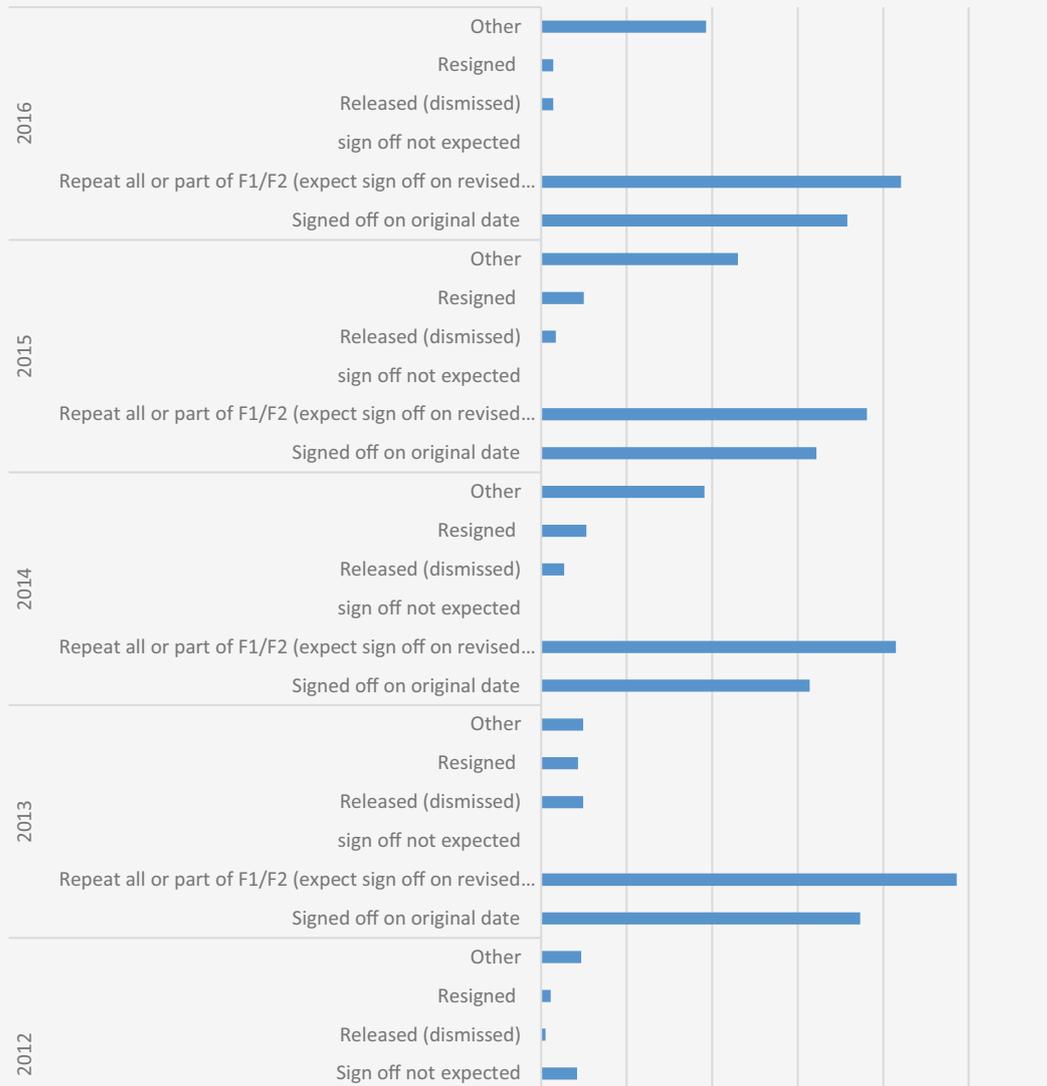
The outcomes for F1 doctors being monitored are illustrated in Figure 18 as a percentage of the total number of doctors being monitored during the year for the past five years. The same information for F2s is shown in Figure 19.



<sup>3</sup> Figure 18: F1 doctors monitored as a %age of total number of monitored doctors (five-year comparison)

<sup>3</sup> \* 'Sign-off not expected' is nil after 2012 as this outcome was removed from the data set in 2013.

### F2 doctors monitored as %age of total number of monitored doctors (five year comparison)



<sup>4</sup> Figure 19: F2 doctors monitored as a %age of total number of monitored doctors (five-year comparison)

<sup>4</sup> \* '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 7 F1s and 5 F2s were referred to the GMC under its fitness to practise procedures. In the Doctors in Difficulty section, foundation schools reported that 8 F1s and 5 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 0.1% of all F2 doctors in foundation training ending August 2016. The comparison with the previous four years is shown in Table 29.

Table 29: GMC fitness to practise referrals (year on year comparison)

GMC Fitness to practise referrals (five-year comparison)					
Foundation year (%age of number of Filled Spaces)	2012	2013	2014	2015	2016
F1 (n7611)	0.2%	0.3%	0.2%	0.1%	0.1%
F2 (n7387)	0.2%	0.2%	0.1%	0.2%	0.1%

Table 29: %age of Fitness to Practise referrals (five-year comparison)



# Section 5

## Recruitment 2016

This section relates to the foundation year commencing in August 2016 and ending in August 2017. 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 2016 (FP 2016), there were 22 foundation schools but 20 UoAs. For recruitment to the Academic Foundation Programme commencing in August 2016 (AFP 2016) there were 14 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 2015, 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 628 potential applicants. Of those, 333 were fully eligible to apply for FP/AFP 2016 and 156 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 2016, 21 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 110 applicants who undertook clinical skills assessments for FP/AFP 2016, 89 passed and 21 failed.

#### Recruitment process for AFP vacancies

AFP 2016 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 513 (99.42%) AFP places were filled. This compares to a fill rate at the end of the national process of 99.01% for AFP 2015 and 98.9% for AFP 2014.

At the start of the 2016 Foundation Programme, trainees commenced in a total of 512 AFP posts, with an overall fill rate of 99.41%.

## 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 7,112 vacancies advertised on FPAS for the national application process for FP 2016 (excluding AFP vacancies) and 7,157 applications at the time of allocation (excludes those who accepted AFP posts and those withdrawn from the process prior to the allocation date).

The 7,112 top scoring applicants were allocated to UoAs through the initial allocation in March 2016, with 45 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.

For 2016, the number of applicant withdrawals had exceeded the number of reserve list applicants by the time of the match to programme date in April 2016. All 45 reserve list applicants were allocated in just one batch allocation ahead of schedule and before the end of the national process in April 2016.

At the start of the programme there were 300 vacancies across the UK, with an overall fill rate of 96.05%. The overall withdrawal rate from 2013 to 2015 has remained relatively static at approximately 7% with some minor fluctuation. The withdrawal rate for FP 2016 has reduced slightly from FP 2015 by 0.16%.

The table below shows the number of withdrawals from the point of application up until the start of the Foundation Programme. Withdrawal percentages are derived based on the number of applicants.

Year	Number withdrawn	% of applicants who applied
FP 2013	609	7.42%
FP 2014	548	6.87%
FP 2015	596	7.07%
FP 2016	543	6.91%

Table 30: Number of Withdrawals' from point of application

Overall, the rate of withdrawals prior to the primary list allocation has remained relatively static from FP 2013 to FP 2016. There has been a 3.58% reduction in applicant withdrawals prior to the primary list allocation from FP 2015 to FP 2016. The number of applicant withdrawals has reduced by 61 in comparison to the number of applicants withdrawn prior to the primary list allocation in FP 2013.

#### 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 2016 a total of 240 requests for pre-allocation were approved. The categories for the 240 pre-allocation approvals were: parent or guardian of a child under 18 (150); primary carer for a disabled person (28); applicant has a health condition which requires local follow-up (52); or applicant requires local educational support (10).

At the start of the Foundation Programme in August 2016, 214 trainees commenced in post having been pre-allocated on the grounds of special circumstances: parent or guardian of a child under 18 (133) primary carer for a disabled person (28);

applicant has a health condition which requires local follow-up (47); or applicant requires local educational support (7).

#### 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 2016 no HEE Local Offices/postgraduate deaneries/foundation schools reported they had derogated from this guidance.

Table 31 shows the number of F1 doctors appointed at the start of August 2016 through national allocation, the academic recruitment round and other recruitment methods, giving a total of 7523 F1 doctors in training posts at the start of August 2016. 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.

No. of Foundation Schools effected	Type of Recruitment of F1 doctors	Total
21	National Allocation: Allocated Foundation School	6923
10	National Allocation: Transferred from allocation Foundation School	16
19	Academic Recruitment	465
8	Less Than Full Time: Recruited the previous year	21
18	Repeating F1 year	64
9	Other <sup>5</sup>	34
	<b>Total</b>	<b>7523</b>

Table 31: Recruitment Types of F1 doctors August 2016

<sup>5</sup> \* includes 1-year posts, returners from maternity leave and supernumerary flexible trainees

Figure 20 shows a Five-year comparison of the types of recruitment of F1 doctors 2012 to 2016

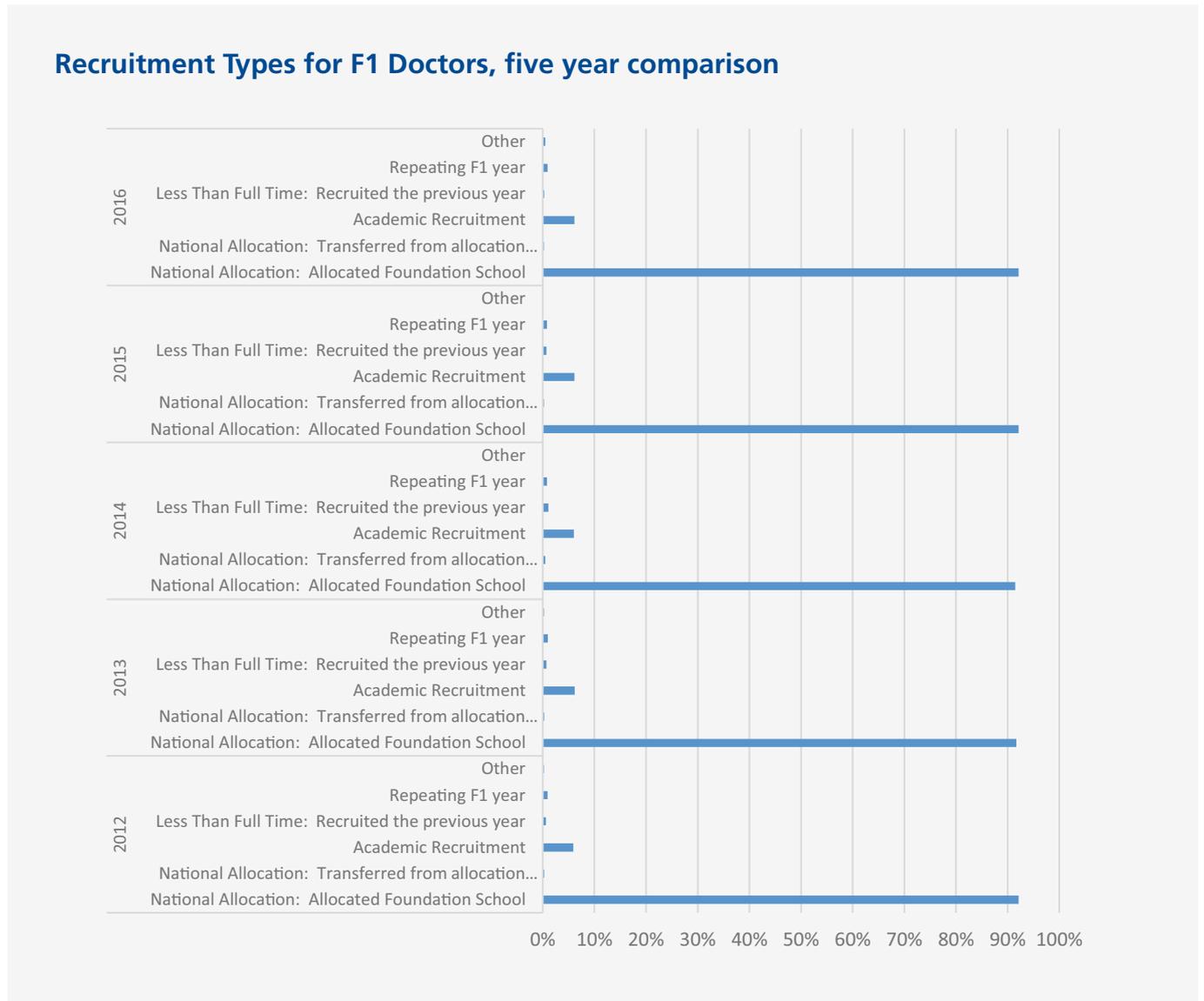


Figure 20: Recruitment Types of F1 doctors Five Year comparison

**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.

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

Table 32 shows that 6745 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 261 of F2 doctors. A total of 64 F2 places were filled by doctors needing to repeat all or part of their F2 year, which compares with 162 doctors repeating F2 in the previous year.

A total of 263 doctors were appointed to one-year F2 posts and commenced work at the start of August 2015. A total of 85 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 32: Recruitment of F2 doctors August 2016

No. of Foundation Schools effected	Type of Recruitment of F2 doctors	Total
21	Starting year 2 of a two year programme: Same Foundation School	6745
13	Starting year 2 of a two year programme: Inter Foundation School Transfer	25
9	Starting year 2 of a two year programme: returning from approved Transfer	11
12	Starting year 2 of a two-year Academic Foundation Programme	261
9	Repeating F2 year	64
22	Local recruitment: one-year post (completed F1 post)	85
12	Local recruitment: one-year post (starting at F2 level)	178
4	Other	7
<b>Total</b>		<b>7376</b>

Table 32: Type of recruitment of F2 Doctors August 2016

Figure 21 shows a five-year comparison of the types of recruitment of F2 doctors 2012 to 2016

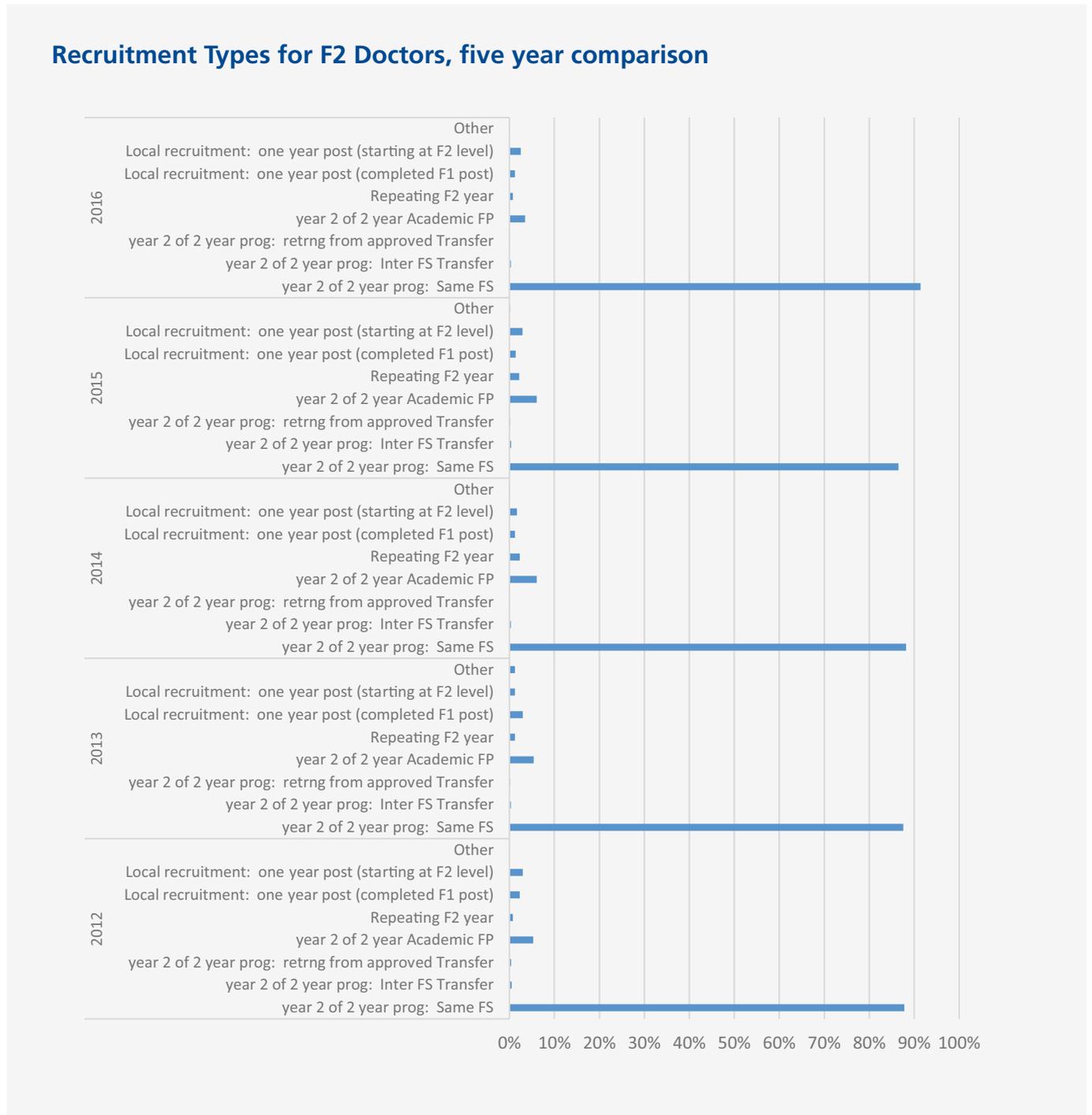


Figure 21: Recruitment Types of F2 doctors Five Year comparison

**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 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 22 foundation schools. This data exclude doctors recruited via the academic recruitment round or through local recruitment processes.

The data show that the majority (95.3%) of F1 doctors qualified at a UK medical school. Of the remaining appointees, 2.2% qualified at an EEA medical school (excluding the UK) and 1.8% 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 2016 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.

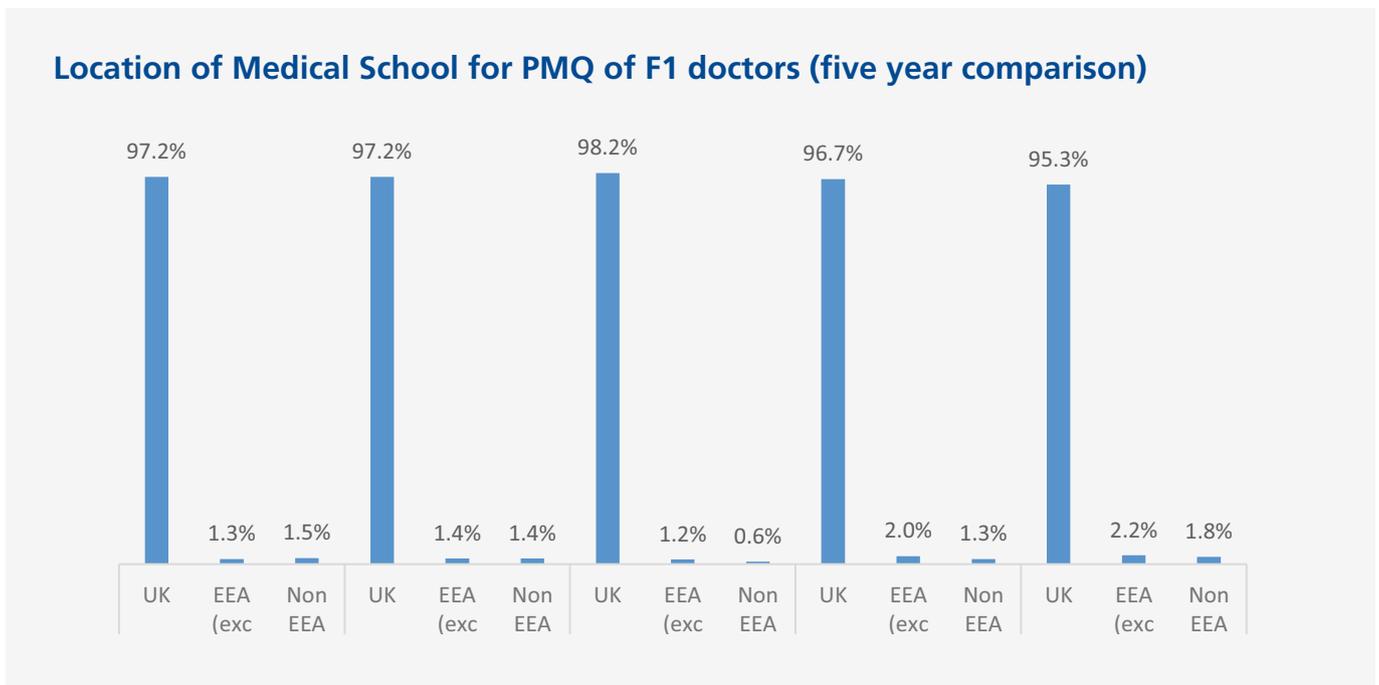


Figure 22: Location of Medical School for F1 doctors (five-year comparison)



# Appendix one

## 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 2015 and ending in August 2016.

### Number of Academic Foundation Programme places

Across these schools a total of 439 F1 places and 488 F2 places (two-year programmes plus one-year

posts) were available, with a total of 434 F1 and 479 F2 places being filled at the start of August 2016. As with the last two years, the majority (86.3%) of AFPs were in research.

Tables 33 and 34 show the number of AFP places available and filled, split by the type of programme, with the number of foundation schools offering each category (type of programme) for F1 and F2 respectively.

Table 33: AFP places available and filled by category (F1)

F1 Academic Places available and filled shown per Type of Programme August 2016			
No. of Foundation Schools	Type of Academic Programme	F1 part of two year programme	
		Available	Filled
18	Research	388	385
5	Medical Education	36	35
3	Management/Leadership	15	14
0	Other Programmes	0	0
<b>Totals</b>		<b>439</b>	<b>434</b>

Table 33: F1 Academic Places available and filled per type of programme August 2016

F2 Academic Places available and filled shown per Type of Programme August 2016							
No. of Foundation Schools	Type of Academic Programme	F2 part of two year programme		F2 stand-alone posts		F2 Total	
		Available	Filled	Available	Filled	Available	Filled
19	Research	390	383	22	22	412	405
8	Medical Education	60	59	0	0	60	59
2	Management/Leadership	16	15	0	0	16	15
0	Other Programmes	0	0	0	0	0	0
<b>Totals</b>		<b>466</b>	<b>457</b>	<b>22</b>	<b>22</b>	<b>488</b>	<b>479</b>

Table 34: F2 Academic Places available and filled per type of programme August 2016

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

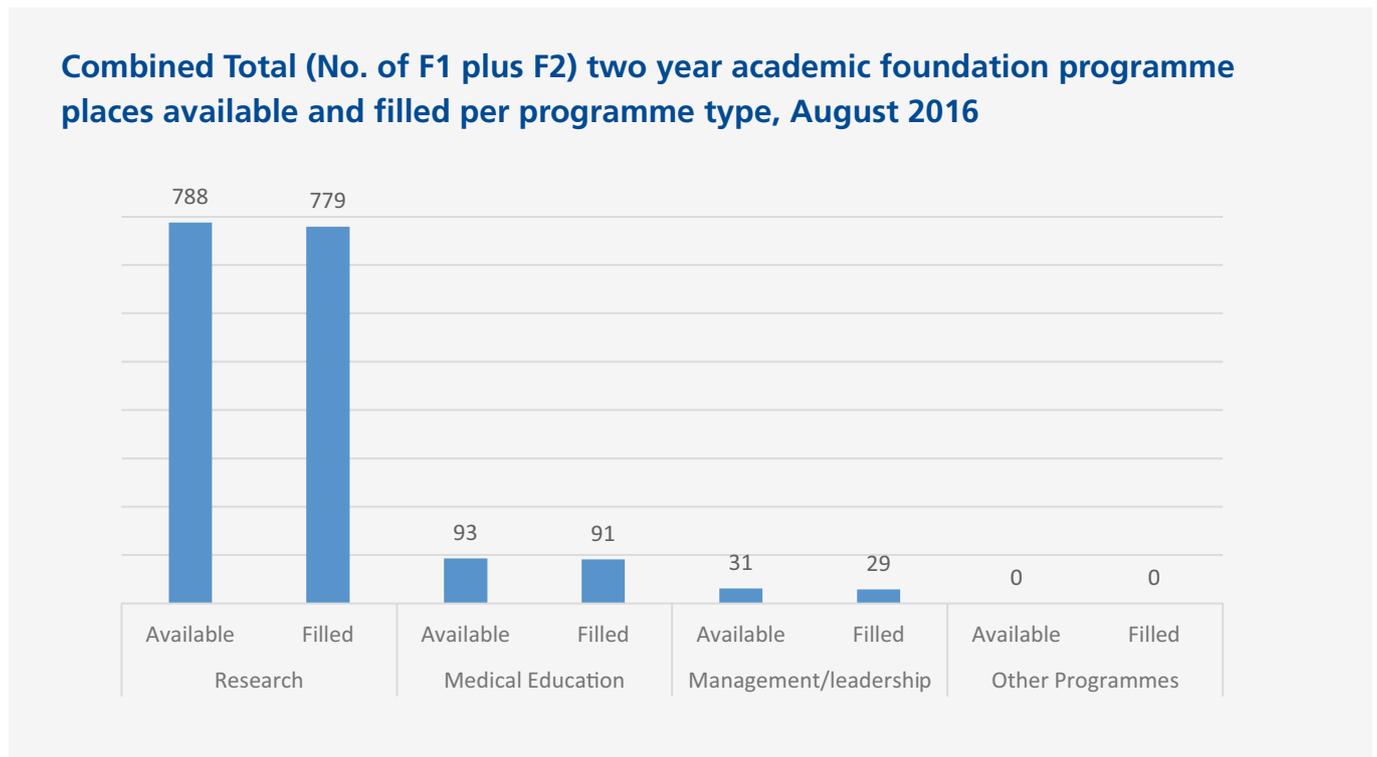


Figure 23: totals for F1 and F2 of Academic Places per programme type

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)

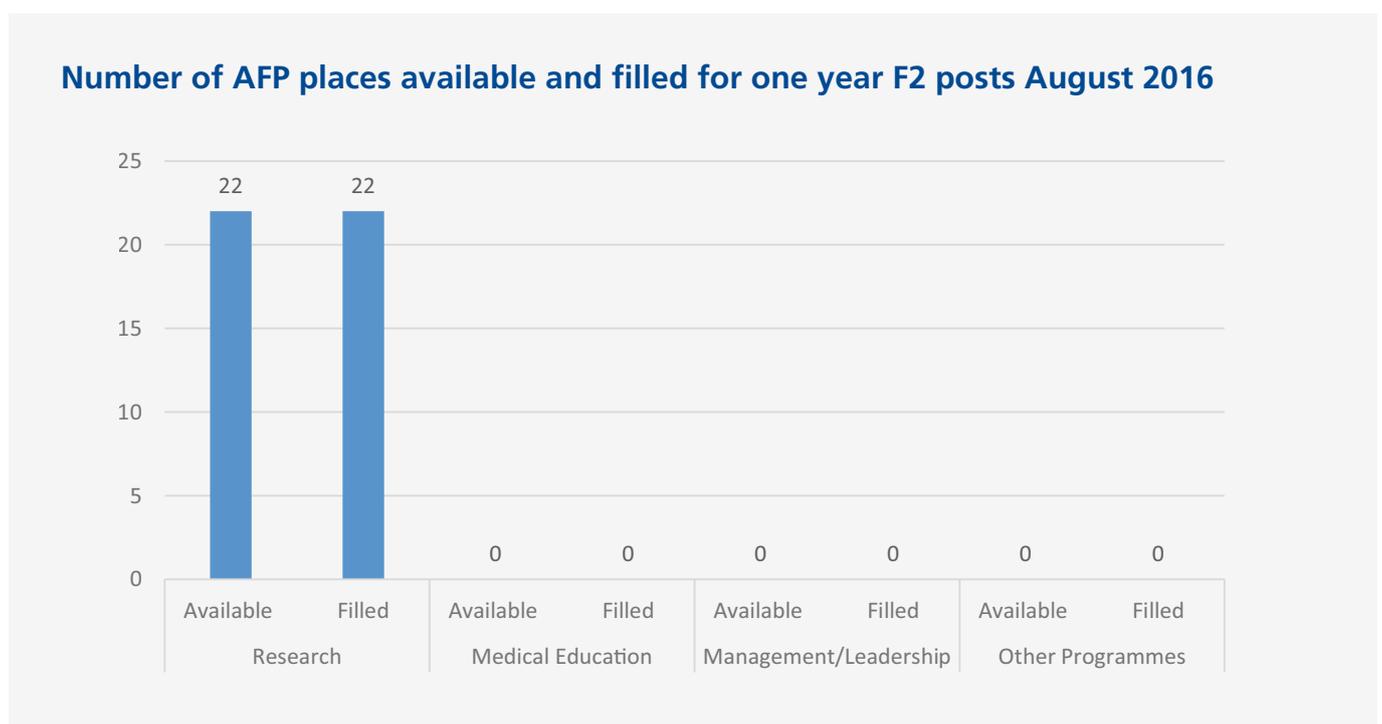


Figure 24: types of Academic programmes available and filled for one year F2 posts August 2016

Figure 25 shows the number of each category of academic programme as a percentage of the total number of AFP places Available (n912) across both foundation years, including both two-year programmes and standalone F2 posts.

Figure 26 gives the year on year comparison.

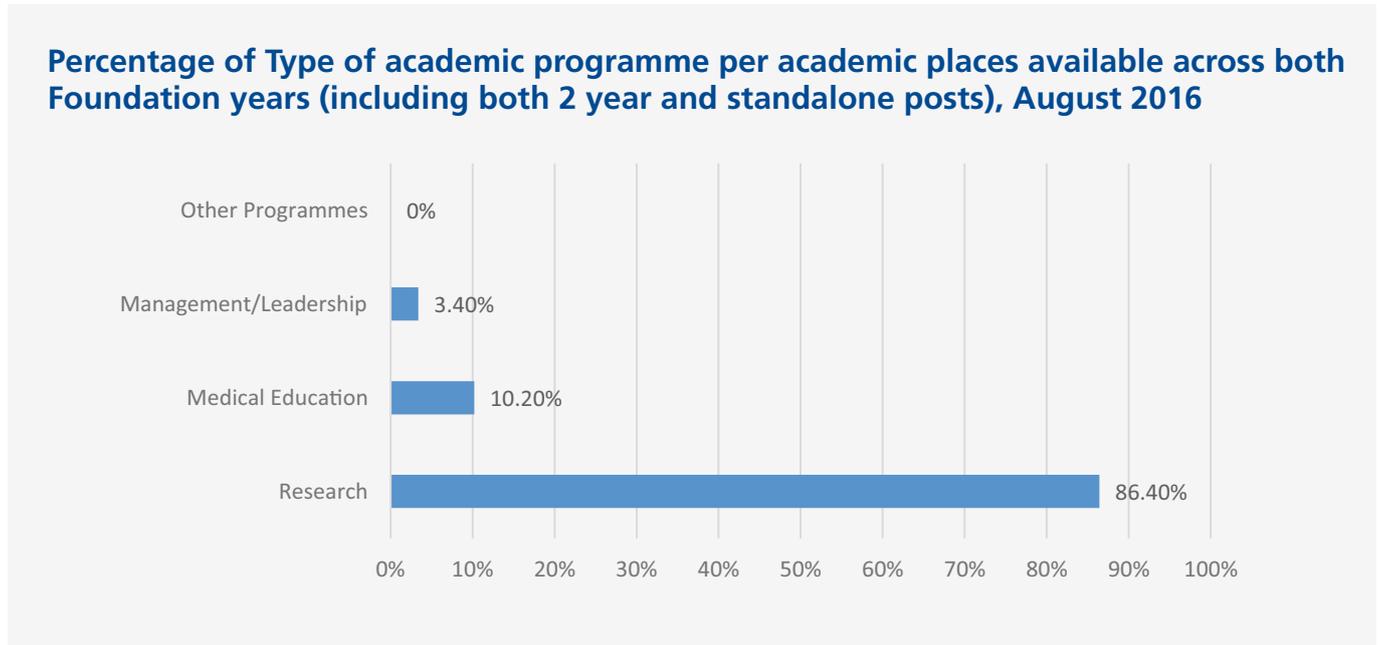


Figure 25: Type of ACP per Academic places available across both Foundation years (including both 2 year and standalone posts), August 2016

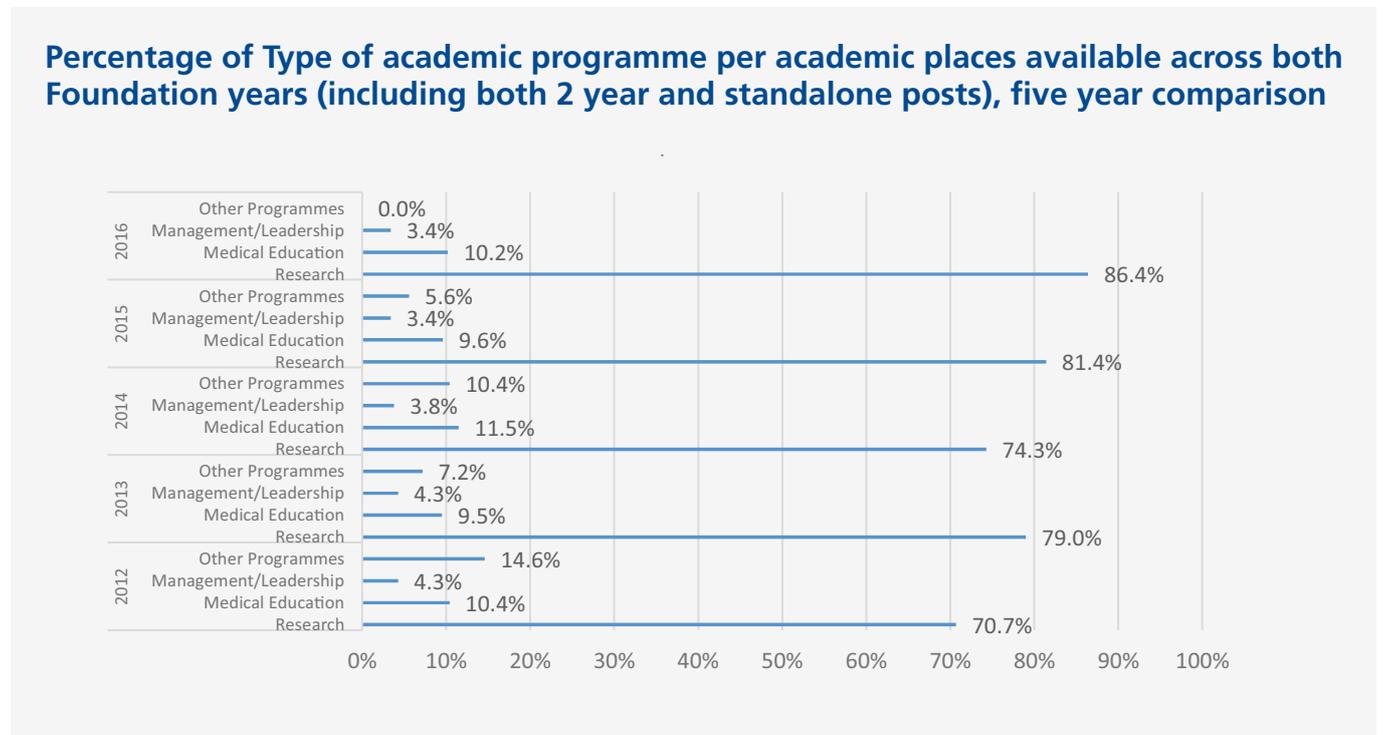


Figure 26: Type of ACP per Academic places available across both Foundation Years Five-year comparisons

## Unfilled Academic Foundation Programme places

A total of 3 F1 and 7 F2 places remained unfilled at the start of the Academic Foundation Programme in August 2016. The reasons for these gaps are shown in Table 35.

Table 35: Reasons for unfilled AFP places

Reasons for Unfilled Academic Foundation programme places August 2015		
Reasons	F1	F2
Appointee not identified by August 2016	2	6
Appointee resigned too late to find a replacement	1	1
Appointee failed finals too late to find a replacement	0	0
<b>Totals</b>	<b>3/439</b>	<b>7/473</b>

Table 35: Reasons for unfilled Academic foundation programme places, August 2016

The unfilled places accounted for 0.7% of all F1 AFP places and 1.5% of F2 AFP places. This compares to 1.8% and 1.4% in 2014/15, 2.6% and 1.8% in 2013/14, 3.2% and 3.0% in 2012/13, 0.9% and 1.4% in 2011/12 and 1.4% and 0.09% in 2010/11 respectively.

## Academic Foundation Programme outcomes and career destinations

All 19 foundation schools with AFPs at F1 level provided information regarding the outcome and next career destination for F1 doctors completing the AFP in August 2016. The Foundation Schools reported that 452 AFP places were filled at the start

of August 2015. From the 19 schools, a total of 450 (99.5%) F1s in AFPs successfully completed their F1 year, zero other types of continuing with the Foundation and n2 (0.5%) not being signed off (leaving the Foundation Programme).

Next Career destinations for F1 Academic Foundation Programme doctors (successfully completing F1 year), August 2016		
Next Destinations	No.	%age (of total)
F2 in the same Foundation School	450	99.5%
Other: continuing Foundation Programme	0	0%
Leaving the Foundation Programme	2	0.5%
<b>Totals</b>	<b>452</b>	<b>100%</b>

Table 36: next Career destinations for F1 Academic Foundation Programme Doctors, August 2016

The 19 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 2016. The 19 schools reported that a total of 437 (93%) AFP doctors were signed off at the end of their F2 year, with 33 (7%) doctors not being signed off.

The number of F2 doctors who successfully completed the AFP and provided details of their next career destination is 410. As shown in the Destinations listed below 211 (51.5%) of successful AFP F2 doctors were appointed to specialty training in the UK. This compares with 50% of doctors completing a standard foundation programme.

Table 37 shows the career destinations reported.

Career Destinations for AFP F2 Doctors in August 2016		
Destination Description	No.	%age
<b>Specialty training in the UK</b>		
Specialty training in UK - run-through training programme	93	22.7%
Specialty training in UK - core training programme	88	21.5%
Specialty training in UK - academic programme	24	5.9%
Specialty training in UK - FTSTA	0	0%
Specialty training in UK - deferred for higher degree	3	0.7%
Specialty training in UK - deferred for statutory reasons	3	0.7%
<b>Totals for Specialty Training in the UK</b>	<b>211</b>	<b>51.5%</b>
<b>Other Destinations</b>		
Locum appointment for training (LAT) in UK	5	1.2%
Service appointment in UK	30	7.3%
Other appointment in UK (inc. Further Study, Military Post)	18	4.4%
Still seeking employment as a doctor in the UK	22	5.4%
Specialty training outside UK	2	0.5%
Other appointment outside UK (inc. service outside uk)	32	7.8%
Still seeking employment as a doctor outside the UK	16	3.9%
Not practising medicine - taking a career break	63	15.4%
Not practising medicine - permanently left profession	5	1.2%
Turned down specialty training in the UK as location unsuitable	3	0.7%
Undecided/No Response	3	0.7%
<b>Totals for Other Destinations</b>	<b>199</b>	<b>48.5%</b>
<b>Overall Totals</b>	<b>410</b>	<b>100%</b>

Table 37: next Career destinations for ACP F2 doctors, August 2016

## Academic foundation doctors not signed off

For the academic foundation year ending in August 2016, 10 doctors were not signed off at the end of AFP F1 and 8 were not signed off at the end of AFP F2. Table 38 shows the reasons for doctors (F1 and F2) not being signed off at the end of their AFP year.

Table 38: Reasons for AFP doctors not being signed off

Reasons for Academic Foundation Programme Doctors NOT being signed off		
Reason	F1	F2
Less than full time training (LTFT)	2	2
More than four weeks' absence	0	0
Extended/remedial training agreed	1	3
Left programme after extended training	0	0
Dismissed following GMC referral	0	0
Dismissed no GMC referral	3	2
Resigned	0	1
Left Programme- Other reason	3	0
Left programme – unknown reason	1	0
<b>Total</b>	<b>10</b>	<b>8</b>

Table 38: Reasons for AFP Doctors not being signed off, August 2016



# Appendix two

## List of foundation schools

FS No.	Foundation School Name (as per UKFPO webpage)
1	East Anglia
2	LNR
3	North Central Thames
4	North East Thames
5	North West Thames
6	North West of England
7	Northern
8	Northern Ireland
9	Oxford
10	Peninsula
11	Scotland
12	Severn
13	South Thames
14	Trent
15	Wales
16	Wessex
17	West Midlands Central (Birmingham)
18	West Midlands North (Black Country/Shropshire & Staffordshire)
19	West Midlands South (Coventry & Warwickshire, Hereford & Worcester)
20	Yorkshire & Humber (North Yorks and East Coast)
21	Yorkshire & Humber (South Yorks)
22	Yorkshire & Humber (West Yorks)

# Glossary:

## **UK Foundation Programme Office (UKFPO):**

The Foundation Programme is a two-year generic training programme which forms the bridge between medical school and specialist/general practice training. The UKFPO facilitates the operation and continuing development of this Programme. The UKFPO is jointly funded and governed by Health Education England (HEE) and the four UK Health Systems.

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## **NHS Education for Scotland (NES):**

NHS Education for Scotland is a special health board in Scotland responsible for supporting NHS services in Scotland by developing and delivering education and training for those who work in NHS Scotland.

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## **Memorandum of Understanding (MoU):**

A Memorandum of Understanding is a Contract of Service Level Agreement between NES and another party. It is not enforceable under contract law. The contract defines the relationship between two parties and the agreed responsibilities and outcomes of this relationship.

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## **Local Education and Training Boards (HEE Local offices):**

Health Education England has four Local Education and Training Boards (HEE Local Offices) that are responsible for the training and education of NHS staff, both clinical and non-clinical, within their area. The HEE Local Offices, form committees of Health Education England, are made up of representatives from local providers of NHS services and cover the whole of England.

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## **General Medical Council (GMC):**

The General Medical Council help to protect patients and improve medical education and practice in the UK by setting standards for students and doctors. They support them in achieving and exceeding those standards, and take action when they are not met.

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## **Health Education England (HEE):**

Health Education England works across England to deliver high quality education and training for a better health and healthcare workforce in England.

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## **Academic Foundation Programme (AFP):**

The academic placement is typically coordinated by a local university. This gives academic foundation doctors access to additional resources such as research methodology, teaching and statistics courses. You may also have access to libraries, electronic journals, computer rooms and other university facilities. Having a university role also offers potential to get formally involved with teaching both clinical and preclinical students.

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## **Full-time equivalents (FTE):**

Full-time equivalent (FTE) or whole time equivalent (WTE) is a unit that indicates the workload of an employed person in a way that makes workloads comparable across various contexts.

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## **Less than full-time (LTFT)**

Junior doctors in training can train on a less than full-time (LTFT) basis in particular circumstances. This group of staff were originally known as flexible trainees however the name was amended to more accurately reflect the type of working commonly undertaken. Following consultation with key interests in 2012, the GMC's Postgraduate Board reviewed its requirements and concluded that a minimum time requirement for LTFT should be re-established for specialty trainees working towards a Certificate of Completion of Training (CCT). In effect, trainees will be required to undertake no less than 50 per cent of full-time training.

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### **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.

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### **Certificates of Completion Training (CCT) specialty:**

A CCT confirms that a doctor has completed an approved (see the table below) training programme in the UK and is eligible for entry onto the GP Register or the Specialist Register. The list of CCT specialties is taken from the GMC website: [www.gmc-uk.org](http://www.gmc-uk.org)

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### **Taster:**

Tasters are short periods of experience in a particular specialty. They usually last 2-5 days and are undertaken in a specialty that has not been part of the trainee's F1 or F2 programme. For example, if a trainee was interested in pursuing a career in Haematology, but had had no Haematology rotation as part of their F1 or F2 programmes, they might apply for a 3-day Taster in Haematology. Every trainee is entitled to Tasters in F2, some schools allow trainees to undertake tasters at the end of F1 too.

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### **Inter Foundation School Transfer (IFST)**

Approval for inter-foundation school transfers must be agreed between the originating and receiving Foundation School Directors (or their nominated deputies), based on the individual medical student's or foundation doctor's needs. Transfers will only take place if there is agreement that the medical student or foundation doctor needs to transfer because of a change in their circumstances, which meets the nationally agreed criteria, and there is a place in the receiving foundation school.

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### **Professional and Linguistics Assessments Board (PLAB)**

The PLAB test is the main route by which International Medical Graduates (IMGs) demonstrate that they have the necessary skills and knowledge to practise medicine in the UK.

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### **Academic units of application (AUoAs)**

An academic unit of application (AUoA) is a group of one or more foundation schools that have joined together for the purposes of processing AFP applications. These can be different to the Units of Application (UoA) for the Foundation Programme.

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# Version control

Version Numbers produced for this report to date	Date of circulation of versions	summary of changes required to this version
Preliminary Draft	Thursday 20/10/16	<ul style="list-style-type: none"> <li>Reformatted report to remove n and whole population numbers to make the report easier to read</li> <li>Amended calculations on receipt of new raw data</li> </ul>
Version 2	Monday 03/11/16	<ul style="list-style-type: none"> <li>Amended calculations on receipt of new raw data</li> </ul>
Version 2:1	Monday 03/11/16	<ul style="list-style-type: none"> <li>Amended calculations on receipt of new raw data</li> </ul>
Version 2:2	Friday 11/11/16	<ul style="list-style-type: none"> <li>Updated Destination Survey response rate to show that 95.5% responded (7068) but only 6736 provided all information required to analyse.</li> <li>Amended dates to show 2014 to 2016 for references to Fy2 data and 2015 to 2016 for Fy1 data (throughout)</li> <li>Added an explanation that the data referred to for Fy2 refers to the training period of 2014 to 2016 and the data referred to Fy1 refers to the training period of 2015 to 2016 for this group (see page 5)</li> </ul>
THIS VERSION 2:3	Tuesday 22/11/16	<ul style="list-style-type: none"> <li>Page 4 changed sentence from: The data reported here that refers to training periods which typically occurred from 2014 to 2016, and similarly the data reported for Foundation Year One doctors refers to their training period from 2015 to 2016. To: The data reported here that refers to training periods which typically occurred from 2014 to 2016.</li> <li>Page 5 changed sentence from: from:  <ul style="list-style-type: none"> <li>At F1, 20 foundation schools have doctors who are training less than full-time either in job shares or in supernumerary posts, and 2 schools have other supernumerary foundation doctors.</li> </ul>                     To:  <ul style="list-style-type: none"> <li>At F1, 20 foundation schools have doctors who are training less than full-time either in job shares or in supernumerary posts, and 2 schools full time supernumerary doctors.</li> </ul> </li> <li>Page 8 sentence changed From:  <ul style="list-style-type: none"> <li>This section relates to the foundation year commencing in August 2014 and ending in August 2016.</li> </ul>                     To:  <ul style="list-style-type: none"> <li>...August 2015 and ending in August 2016.</li> </ul> </li> <li>Page 9 sentence changed:  <ul style="list-style-type: none"> <li>A total of 235 places filled (3.1%) F1 and 212 places filled (2.9%) F2 doctors were monitored under foundation schools' local doctors in difficulty processes across the 22 foundation schools. Now refers to DOCTORS monitored not PLACES FILLED</li> </ul> </li> </ul>

<p>Version 2:3 (changes made from V2:2 contd)</p>	<p>Tuesday 22/11/16</p>	<ul style="list-style-type: none"> <li>• Page 8 paragraph corrected Paragraph amended to show that the missing 0.6% (Places of PMQ for F1) were doctors who had not identified their place of PMC. The date has also been amended to show that this section refers to recruitment for August 2016</li> <li>• Page 6 paragraph three corrected Paragraph corrected to show the amended table in this section, which shows the FTE of FSM to be just under two days a week (0.17)</li> <li>• Page 18 comment added to identify the missing 4.3% in response to the gender question The 2016 survey allowed respondents not to specify their gender and 4.3% opted not to specify their gender.</li> <li>• Page 35 Destination percentages corrected The destination percentages were corrected to reflect those reported in the table</li> <li>• Page 67 Table corrected Percentages reported on the table were using the wrong denominator. They have been recalculated to show the correct percentages</li> </ul>
<p>Version 3</p>	<p>Monday 28/11/16</p>	<ul style="list-style-type: none"> <li>• Page 6 Para 3 FTE amended to show “just under one day” (0.17)</li> <li>• Table Five Page 17 Request for help with this calculation, have calculated this several times and obtain these results, but they do not seem correct?</li> <li>• Table 5 Page 17 Added column to show Gender Not Specified</li> <li>• Section 4, para 2, lines 10 to 13, page 7 Lines updated to show the recalculated figures from the career report</li> </ul>
<p>Version 3.1</p>	<p>Wednesday 30/11/16</p>	<ul style="list-style-type: none"> <li>• Page 22, text added to sentence in para 1 (see bold) Table 10a, 11b and 11c show the percentage of F1 and F2 doctors rotating through each Certificates of Completion Training (CCT) specialty (top three specialties for each grade highlighted in blue).</li> <li>• 2015 to read 2014 at the beginning of section 4: Section 4 –Outcomes and career destinations 2014/16</li> </ul>
<p>Version 3.2</p>	<p>Friday 02/12/16</p>	<ul style="list-style-type: none"> <li>• Page 7, Section 4, last paragraph updated to reflect the table on page 35</li> <li>• Page 35, para one changed to reflect table 4</li> <li>• Page 35 Table 4 updated to replicate updated table in career report</li> </ul>
<p>Version 3.3 this version</p>	<p>Monday 09/02/17</p>	<ul style="list-style-type: none"> <li>• Page 35 Table 19 updated to replicate Table 4 in the career report</li> <li>• Page 67 Table 37 updated to show the same data presented in Table 4 of the Career report</li> </ul>

# References:

<sup>1</sup> <https://www.england.nhs.uk/about/>

<sup>2</sup> <http://www.wales.nhs.uk/nhswalesaboutus/aboutthiswebsite>

<sup>3</sup> <http://www.ournhsscotland.com/our-nhs/nhsscotland-how-it-works>

<sup>4</sup> <https://www.health-ni.gov.uk/>

<sup>5</sup> <http://fpmalta.com/>

<sup>6</sup> The UK Foundation Programme Reference Guide, UKFPO July 2012 (Reference Guide 2012)

<sup>7</sup> Collins, J. Foundation for Excellence An Evaluation of the Foundation Programme., Medical Education England., October 2010





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