



# 2019 Stand-alone Recruitment Stats and Facts Report

England  
Northern Ireland  
Scotland  
Wales



UK Foundation  
Programme  
July 2020

# Contents

|  |    |
|--|----|
| Executive Summary .....  | 3  |
| Background / Introduction .....  | 3  |
| F2 Stand-Alone Programmes .....  | 3  |
| Applications .....   | 4  |
| Eligibility / Long-Listing.....  | 4  |
| Interviews .....   | 4  |
| Interview Bookings .....   | 4  |
| Interview Attendance.....  | 5  |
| Interview Outcomes .....   | 5  |
| Offers .....   | 5  |
| Offers Summary.....  | 6  |
| Withdrawals .....  | 7  |
| <br>   |    |
| Appendix 1 .....   | 8  |
| F2 Stand-alone Recruitment by Local Foundation School / Recruitment Office.....  | 8  |
| Appendix 2 .....   | 9  |
| F2 Stand-alone Vacancies by Local Foundation School / Recruitment Office .....   | 9  |
| Appendix 3 .....   | 10 |
| Certificates of Sponsorship (CoSs) processed for applicants who accepted F2 Stand-alone offers by local foundation school / recruitment office ..... | 10 |
| Appendix 4.....  | 11 |
| Offers accepted by Medical School country.....   | 11 |

## Executive Summary

The UK Foundation Programme Office coordinated a national process for recruitment to F2 Stand-alone programmes commencing in August 2019. In previous years, there was also the opportunity for applicants to apply for F1 Stand-alone. Due to the number of applications submitted for the two-year Foundation Programme in October 2018, the likelihood of oversubscription at the start of 2019 was high and therefore recruitment to F1 Stand-alone post was not a requirement this year.

Wales were not included in the recruitment process for F2 Stand-alone programmes this year. With the exception of 2018, historically, Wales have opted to recruit to Locum Appointment to Service (LAS) posts if necessary and this was the approach taken for 2019 recruitment.

A total of 1,159 applicants applied, 812 were invited to attend an interview with 808 of whom attended for interview. A total of 673 applicants were deemed appointable. The process yielded an overall fill rate of 60.51%. Of a total of 1,159 who applied, 362 received offers, 175 of whom either declined or let their offers expire. A total of 23 accepted an offer, which they later sought to withdraw from.

At the end of the process, only 70 new appointments were made, i.e. to external applicants and not those currently working as part of a two-year programme. A total of 30 F2 posts remained unfilled at the end of the process and were released to local employing organisations to recruit Locum Appointments for Service (LAS).

## Background / Introduction

Every year there is a significant cohort of applicants who are not eligible for entry to the foundation programme at F1 level as they hold full registration with the General Medical Council (GMC), but are too inexperienced in either the NHS and / or clinical experience to apply for specialty training.

Historically, recruitment to F2 Locum Appointment to Training (LAT) posts has typically been conducted by individual foundation schools.

In 2016, NHS Education for Scotland (NES), Health Education England (HEE) and Northern Ireland recruited applicants with full registration to unfilled F1 training posts. In 2017, the UKFPO administered a national process for recruitment to F1 stand-alone posts and foundation schools assumed responsibility for local / regional interview centres and managed their own recruitment processes for F2 Stand-alone.

The UK Foundation Programme Office (UKFPO) led a national process for recruitment to F1 and F2 Stand-alone programmes to commence in August 2018. This was the first year the UKFPO had conducted an entirely centralised process for recruitment to F2 Stand-alone programmes.

This year (2019), F2 Stand-alone programmes were recruited to nationally through the UKFPO.

## F2 Stand-Alone Programmes

All Stand-alone posts are recognised training posts with equivalent educational supervision and access to the foundation ePortfolio. Trainees are offered the same development opportunities as those completing F2 as part of a two-year programme.

Stand-alone training posts are fixed-term for one-year.

## Applications

All applications for F2 Stand-alone programmes were submitted and managed through the national online application system (Oriel). A total of 1,159 were submitted for F2 Stand-alone programmes due to commence in August 2019.

The table below provides a summary of the number of applicants by nationality group.

| Nationality  | Number of Applicants for F2 |
|--------------|-----------------------------|
| British / UK | 217                         |
| EEA          | 437                         |
| Non-UK / EEA | 505                         |
| <b>Total</b> | <b>1,159</b>                |

A total of 177 UK nationals who graduated from overseas medical schools applied for F2 Stand-alone programmes.

## Eligibility / Long-Listing

Applications were long-listed by the UKFPO central team in accordance with the eligibility criteria for F2. Clinician-led panels were convened to consider ineligible applications as a quality assurance mechanism.

Of the 1,159 applicants who applied for F2 Stand-alone, a total of 812 applicants were considered eligible and invited to attend for interview and 347 were deemed unsuccessful in accordance with the person specification criteria and withdrawn.

The table below provides a summary of the number of applicants who were considered eligible and invited to attend for interview and the number of applicants who were considered to be unsuccessful at long-listing stage for not meeting the eligibility requirements.

| Programme Level | Long-list Successful and Invited to Interview | Long-list Unsuccessful and Withdrawn | Total |
|-----------------|---|--------------------------------------|-------|
| F2 Stand Alone  | 812   | 347                                  | 1,159 |

## Interviews

### Interview Bookings

Applicants were invited to book interview slots on a first come first served basis through Oriel. Applicants had the choice of a face-to-face or a Skype interview.

The following table shows how many applicants booked each type of interview slot.

| Interview Type | Number of Applicants Who Booked Interviews in 2018 | Number of Applicants Who Booked Interviews in 2019 |
|----------------|--|--|
| Face-to-Face   | 487  | 514  |
| Skype          | 268  | 294  |
| <b>Totals</b>  | <b>755</b>   | <b>808</b>   |

## Interview Attendance

A total of 808 applicants attended an interview for F2 Stand-alone foundation posts across two interview days and centres. Applicants only attended for one interview. Applicants had the option to attend the interview in person or via Skype.

The following table shows the number of applicants who attended each type of interview.

| Interview Type | Number of Applicants Who Attended Interviews in 2018 | Number of Applicants Who Attended Interviews in 2019 |
|----------------|--|--|
| Face-to-Face   | 477  | 514  |
| Skype          | 251  | 294  |
| Totals         | 728  | 808  |

## Interview Outcomes

Of the 808 applicants who attended the interviews, a total of 673 applicants were deemed appointable, compared to 697 in 2018. A total of 430/514 (83%) applicants who attended interviews in person and 243/294 (82%) applicants who attended their interviews via Skype were appointable.

## Offers

All offers were made through the national online application system (Oriel) on a meritocratic basis. There were three initial rounds of offers and a clearing process for F2 Stand-alone programmes.

The table below provides an overall summary of the number of posts available, offers made, posts accepted, posts declined, that were left to expire and withdrawals after the offers had been accepted and the fill rates for 2018 and 2019.

| Post / Offer Information             | Applicants in 2018 | Applicants in 2019 |
|--------------------------------------|--------------------|--------------------|
| Posts Available                      | 577                | 309                |
| Offers Made                          | 594                | 362                |
| Posts Accepted                       | 386                | 187                |
| Posts Declined / Expired / Withdrawn | 158                | 175                |
| Overall Fill Rate                    | 66.90%             | 60.51%             |

For a summary of recruitment information by foundation school / recruitment office, please refer to appendices 1 and 2.

The table below provides a comparison of offers accepted during the initial offers window for by nationality group for 2018 and 2019 applicants.

| Nationality  | Offers Accepted in 2018 | Offers Accepted in 2019 |
|--------------|-------------------------|-------------------------|
| British / UK | 171                     | 107                     |
| EEA          | 65                      | 38                      |
| Non-UK / EEA | 121                     | 42                      |
| Totals       | 357                     | 187                     |

A total of 20 offers were accepted by UK nationals who graduated from overseas medical schools. This compares to 71 offers for F2 Stand-alone posts in 2018.

## Offers Summary

The table below shows the number of F2 Stand-alone offers made, accepted, declined, expired, and accepted and later withdrawn from the initial offers round and the clearing process.

| Offer Round    | Offers Made | Offers Accepted | Offers Declined | Offers Expired | Accepted Withdrawn |
|----------------|-------------|-----------------|-----------------|----------------|--------------------|
| Initial Offers | 216         | 125             | 23              | 45             | 23                 |
| Clearing       | 146         | 62              | 28              | 56             | 0                  |
| Totals         | 362         | 187             | 51              | 101            | 23                 |

There were 92 places and 456 appointable applicants for F2 Stand-alone remaining in the process at the time the clearing process was run.

Of the 187 applicants who accepted offers, 118 were subject to Resident Labour Marker Tests (RLMT) and required sponsorship for Tier 2.

The below table provides the number of accepted offers by UK graduates and non-UK graduates.

| Offers accepted – UK / Non UK graduates |            |
|---|------------|
| UK graduates                            | 87         |
| Non-UK graduates                        | 107        |
| <b>Total</b>                            | <b>187</b> |

## Resident Labour Market Tests (RLMT) and Certificates of Sponsorship (CoS)

Of the 187 applicants who accepted F2 Stand-alone offers who were subject to RLMT and required sponsorship to apply for Tier 2 visas, 118 were sponsored. For further details about where these applicants were allocated, please refer to appendix 3.

## F2 Preferences

The table below shows the number of applicants allocated during each round who were allocated to their first preference programme, one of their top five preferences and the lowest ranked programme that was offered and accepted.

| Offer Round    | First Preference | One of Top Five Preferences | Lowest Allocated Preference |
|----------------|------------------|-----------------------------|-----------------------------|
| Initial Offers | 37               | 73                          | 53                          |
| Clearing       | 19               | 47                          | 15                          |
| Totals         | 56               | 120                         |                             |

## Withdrawals

There were relatively few withdrawals throughout the Stand-alone recruitment process. The rate of withdrawals was relatively static from the point of application until after the point at which offers had been made and accepted as was the case in 2018.

The table below shows the number and distribution of applicant withdrawals at the various stages throughout the process.

| <b>Withdrawal Stage</b> | <b>Number of Applicants</b> |
|-------------------------|-----------------------------|
| Applied Withdrawn       | 23                          |
| Interview Withdrawn     | 20                          |
| Accepted Withdrawn      | 23                          |
| <b>Total</b>            | <b>66</b>                   |

# Appendix 1

## F2 Stand-alone Recruitment by Local Foundation School / Recruitment Office

The table below shows the number of posts that were available for the inclusion in the initial offer rounds, the number of offers accepted and the fill rates by foundation school / recruitment office for recruitment to F2 Stand-alone. There is a difference between the fill rate and the final fill rate due to withdrawals.

| Foundation School / Recruitment Office | Posts Available | Offers Accepted | Overall Fill Rate |
|--|-----------------|-----------------|-------------------|
| East Midlands                          | 16              | 11              | 68.75 %           |
| East of England                        | 5               | 5               | 100.00%           |
| Kent, Surrey and Sussex (KSS)          | 6               | 6               | 100.00%           |
| North East                             | 34              | 30              | 88.24%            |
| North West                             | 14              | 10              | 71.43%            |
| Northern Ireland                       | 8               | 5               | 62.50%            |
| Scotland                               | 29              | 23              | 79.31%            |
| South West                             | 37              | 29              | 78.38%            |
| Thames Valley                          | 33              | 30              | 93.75%            |
| Wessex                                 | 14              | 12              | 85.71%            |
| West Midlands                          | 7               | 14              | 200.00%           |
| Yorkshire and Humber                   | 15              | 12              | 80.00%            |
| <b>Totals</b>                          | <b>218</b>      | <b>187</b>      | <b>85.77%</b>     |



## Appendix 2

### F2 Stand-alone Vacancies by Local Foundation School / Recruitment Office

The table below shows the number of F2 Stand-alone vacancies at the end of the process by Foundation School / Recruitment Office.

| <b>Foundation School / Locality</b> | <b>Number of F2 Stand-alone Vacancies</b> |
|-------------------------------------|---|
| East Midlands                       | 5   |
| East of England                     | 0   |
| Kent, Surrey and Sussex             | 0   |
| North East                          | 4   |
| Northern Ireland                    | 3   |
| North West                          | 4   |
| Scotland                            | 6   |
| South West                          | 8   |
| Thames Valley                       | 2   |
| Wessex                              | 2   |
| West Midlands                       | 0   |
| Yorkshire and the Humber            | 3   |

## Appendix 3

### Certificates of Sponsorship (CoSs) processed for applicants who accepted F2 Stand-alone offers by local foundation school / recruitment office

The table below shows the number of applicants who were granted CoSs in order to apply for Tier 2 visas to commence work in F2 Stand-alone programmes by local foundation school / recruitment office.

| <b>CoS issued by Foundation School</b> | <b>Total</b> |
|--|--------------|
| East Anglia                            | 4            |
| East Midlands                          | 3            |
| Essex, Bedfordshire and Hertfordshire  | 6            |
| LNR                                    | 3            |
| North Central and East London          | 1            |
| Northern Ireland                       | 0            |
| North West London                      | 1            |
| North West of England                  | 11           |
| Northern Foundation School             | 18           |
| Peninsula                              | 9            |
| Scotland                               | 5            |
| Severn                                 | 10           |
| South Thames                           | 16           |
| Thames Valley                          | 2            |
| Trent                                  | 7            |
| West Midlands Central                  | 2            |
| West Midlands North                    | 9            |
| West Midlands South                    | 5            |
| Yorkshire and Humber                   | 11           |
| <b>Total</b>                           | <b>118</b>   |

## Appendix 4

### Offers accepted by Medical School country

The below provides information on applicants who accepted offers and their medical school country.

| Accepted offers by Medical School Country | Total      |
|---|------------|
| Bahrain                                   | 2          |
| Belize                                    | 1          |
| Bulgaria                                  | 2          |
| Croatia                                   | 1          |
| Cyprus                                    | 3          |
| Czech Republic                            | 9          |
| Egypt                                     | 3          |
| Greece                                    | 3          |
| Grenada                                   | 1          |
| Hungary                                   | 4          |
| India                                     | 7          |
| Iraq                                      | 1          |
| Ireland                                   | 9          |
| Italy                                     | 1          |
| Jordan                                    | 1          |
| Libya                                     | 1          |
| Lithuania                                 | 2          |
| Malaysia                                  | 1          |
| Myanmar                                   | 1          |
| Netherlands                               | 1          |
| Nigeria                                   | 1          |
| Pakistan                                  | 8          |
| Poland                                    | 1          |
| Romania                                   | 3          |
| Slovakia                                  | 1          |
| Slovenia                                  | 1          |
| Sudan                                     | 4          |
| Turkey                                    | 1          |
| United Arab Emirates                      | 1          |
| United Kingdom                            | 112        |
| <b>Total</b>                              | <b>187</b> |