



2021 F2 Stand-alone Recruitment Stats and Facts Report

England
Northern Ireland
Scotland
Wales

UK Foundation
Programme
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Executive Summary

The UK Foundation Programme Office (UKFPO) coordinated a national process for recruitment to F2 Stand-alone programmes commencing in August 2021.

Wales were included in the recruitment process for F2 Stand-alone programmes this year. Except for 2021 and 2018, historically, Wales have opted to recruit to Locum Appointment to Service (LAS) posts if necessary.

The selection process for F2 Stand-alone recruitment changed for 2021. Applicants were required to sit the Situational Judgement Test (SJT) as part of the application process and were selected for one of the following depending on their SJT score:

- a. Interview bypass – offered a post without interview (those who scored highest in the SJT)
- b. Interview – invited to attend online interview (outcome of interview will be appointable/not appointable)
- c. Not invited to interview – withdrawn from the process (those who scored lowest in the SJT)

Applicants in group a, and those deemed appointable in group b, were ranked by their SJT score (instead of interview score) and offers were made based on this rank.

A total of 1140 applicants applied, 684 of whom sat the SJT. Of the applicants who attended the SJT, 98 bypassed the interview and were offered a post and 410 attended the interview. The process yielded an overall fill rate of 90.24%. Of the 1140 applicants who applied, 388 received offers, 41 of whom either declined or let their offers expire. A total of 13 applicants originally accepted offers which they later withdrew from.

At the end to the process, 333 new appointments were made, that is, to external applicants and not those currently working as part of a two-year programme. A total of 36 F2 posts remained unfilled at the end of the process.

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 a clinical setting 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 the Northern Ireland Medical and Dental Training Agency (NIMDTA) 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 UKFPO led a national process for recruitment to F2 Stand-alone programmes to commence in August 2018, 2019 and 2020. Applicants were invited to attend one interview if they chose to apply for the F2 Stand-alone programme.

This year (August 2021 start), F2 Stand-alone programmes were recruited to nationally by the UKFPO. Due to COVID-19, all interviews were conducted online (via Skype) with applicants and panel members interviewing remotely from their location. For 2021, there was an expansion at F2 level across England, largely to support the intake into GP training in line with the Health Education England People Plan and there were an additional 249 new F2 posts in England as a result. Health Education and Improvement Wales (HEIW) also took part in F2 Stand-alone recruitment this year.

F2 Stand-Alone Programmes

All Stand-alone posts are recognised training posts with equivalent educational supervision and access to the foundation e-portfolio. 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 (Oriol). A total of 1140 were submitted for F2 Stand-alone programmes due to commence in August 2021.

Table 1.1: Number of applicants by nationality group

Nationality	Number of applicants for F2
EEA	194
Non-EEA	685
UK	261
Grand Total	1140

A total of 261 UK nationals who graduated from overseas medical schools applied for F2 Stand-alone programmes. Due to the restrictions lifted by the UK government, applications were not subject to Resident Labour Market Tests (RLMT).

Eligibility/Longlisting

Applications were longlisted by the UKFPO against the eligibility criteria for F2.

Of the 1140 applicants who applied for F2 Stand-alone, 2 withdrew their applications before the longlisting process, leaving **1138** applications.

Table 2.1: Longlisting outcomes

Longlist successful and invited to book SJT	Long-list unsuccessful and withdrawn	Total
749	389	1138

Situational Judgement Test (SJT)

SJT Sittings

Applicants who were successful at the longlisting stage were invited to book SJT slots via the Pearson Vue system. Applicants were given the option of sitting the test in a Pearson Vue test centre, or at home via online proctoring. Of the 749 applicants who were invited to sit the SJT, 684 attended.

SJT Outcomes

The selection process for F2 Stand-alone recruitment changed for 2021. Applicants who sat the SJT were selected for one of the following depending on their SJT score:

- a. Interview bypass – offered a post without interview (those who scored highest in the SJT)
- b. Interview – invited to attend online interview (outcome of interview will be appointable/not appointable)
- c. Not invited to interview – withdrawn from the process (those who scored lowest in the SJT)

Table 3.1: SJT outcomes

Interview bypass	Interview	Not invited to interview (withdrawn)	Total
98	452	134	684

Interviews

Interview Bookings

The 452 applicants in group b (above) were invited to book interview slots on a first come first served basis through Oriel.

Table 4.1: Interview bookings 2020 comparison to 2021

Interview type	Applicants who booked interviews in 2020	Applicants who booked interviews in 2021
Online	575	423

Interview Attendance

A total of 410 applicants attended an interview for F2 Stand-alone foundation posts across three interview days. Applicants only attended one interview.

Table 4.2: Interview attendance 2020 comparison to 2021

Interview	Applicants who attended interviews in 2020	Applicants who attended interviews in 2021
Online	526	410

Table 4.3: Number of applicants interviewed per day

Interview Date	Applicants interviewed
20 April 2021	139
21 April 2021	159
22 April 2021	112
Total	410

Interview Outcomes

Of the 410 applicants who attended the interviews via Teams, 311 applicants were deemed appointable. Including the 98 applicants who bypassed the interview, **409** applicants were deemed appointable in 2021, compared to 418 in 2020. 5 applicants withdrew before the offers process, and therefore 404 applicants progressed into the offers process.

Offers

All offers were made through Oriel on a meritocratic basis (using SJT score). There were two initial rounds of offers and two clearing rounds for the F2 Stand-alone programme.

Table 5.1: Summary of offers 2020 comparison to 2021

Post/offer information	2020	2021
Posts available	352	369
Offers made	360	388
Offers accepted	309	337
Offers declined/expired/withdrawn	28	49
Overall fill rate	87.78%	91.33%

See Appendix for a summary of recruitment information by foundation school/recruitment office.

Table 5.2: Offers accepted by nationality 2020 comparison to 2021

Nationality	Offers accepted in 2020	Offers accepted in 2021
British/UK	83	86
EEA	52	58
Non-EEA	174	189
Total	309	333*

* 4 applicants withdrew before the end of the process

A total of 68 offers were accepted by UK nationals who graduated from overseas medical schools. This compares to 20 offers for F2 Stand-alone posts in 2020.

Table 5.3: Offers accepted by UK and non-UK graduates

UK or non-UK	Number accepted offers
UK graduates	86
Non-UK graduates	247
Total	333

Table 5.4: Posts available by foundation school

For 2021, there was an expansion at F2 level across England, largely to support the intake into GP training in line with the Health Education England People Plan and there were an additional 249 new F2 posts in England as a result.

Recruitment office	Foundation school	Posts
East of England	East Anglia	23
	Essex, Bedfordshire and Hertfordshire	15
East Midlands	Leicestershire, Northamptonshire & Rutland (LNR)	8
	Trent	21
London	North Central and East London	12
	North West London	3
North East	North East	40
North West	North West of England	39
Northern Ireland	Northern Ireland	4
South West	Peninsula	11
	Severn	33
Scotland	Scotland	21
Kent, Surrey and Sussex	South Thames	19
Thames Valley	Thames Valley	29
Wales	Wales	10

Recruitment office	Foundation school	Posts
Wessex	Wessex	17
West Midlands	West Midlands Central	3
	West Midlands North	9
	West Midlands South	8
Yorkshire and Humber	Yorkshire and Humber	44
	Total	369

Offers Rounds

Table 5.5: Offers outcomes by initial offers and clearing rounds

Offer round	Offers made	Offers accepted	Offers declined	Offers expired	Accepted withdrawn
Initial offers	370	321	14	23	12
Clearing	17	12	0	4	1
Total	387	333	14	27	13

There were 28 posts and 87 appointable applicants for F2 Stand-alone remaining in the process at the time the clearing process was run.

F2 Preferences

The table below shows the number of applicants allocated during each round who were offered and accepted 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 Offered/Accepted Preference
Initial Offers	79	162	201
Clearing	13	22	10
Totals	92	184	

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 2020.

Table 6.1: Withdrawals by stage of process

Withdrawal stage	Number of applicants
Applied Withdrawn	19
Interview Withdrawn	23
Accepted Withdrawn	13
Total	55

Appendix

F2 Stand-alone Recruitment by Recruitment Office

The table below shows the number of posts that were available for the inclusion in the offer rounds, the number of offers accepted and the fill rates by recruitment office for recruitment to F2 Stand-alone. At the time of offers, the fill rate was 95.07% however the final fill rate was different due to withdrawals.

Recruitment office	Posts available	Offers accepted	Overall fill rate
East Midlands	29	27	93.10%
East of England	38	37	97.37%
Kent, Surrey and Sussex	19	18	94.74%
London	15	15	100.00%
North East	40	36	90.00%
Northern Ireland	4	2	50.00%
North West	39	39	100.00%
Scotland	21	14	66.67%
South West	44	42	95.45%
Thames Valley	29	25	86.21%
Wales	10	5	50.00%
Wessex	17	15	88.24%
West Midlands	20	19	95.00%
Yorkshire and the Humber	44	40	90.91%
Total	369	333	90.24%

F2 Stand-alone Vacancies by Recruitment Office

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

Recruitment Office	Number of F2 Vacancies
East Midlands	2
East of England	1
Kent, Surrey and Sussex	1
North East	4
Northern Ireland	2
Scotland	7
South West	2
Thames Valley Oxford	4
Wales	5
Wessex	2
West Midlands	1
Yorkshire and Humber	4
Total	36

Offers Accepted by Medical School Country

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

Offers accepted by Medical School Country	Total
Antigua And Barbuda	1
Armenia	1
Australia	1
Austria	1
Bahrain	16
Brazil	5
Bulgaria	15
China	7
Croatia	1
Cuba	1
Cyprus	15
Czech Republic	20
Egypt	8
France	1
Georgia	1
Germany	2
Ghana	2
Greece	7
Grenada	7
Guyana	4
Hong Kong	1
Hungary	8
India	32
Iraq	1
Ireland	33
Italy	8
Jamaica	3
Jordan	5
Latvia	3
Lebanon	2
Libya	2
Lithuania	4
Malaysia	10
Malta	1
Moldova, Republic Of	1
Nepal	2
Nigeria	8
Oman	1
Pakistan	19
Palestine, State of	2
Philippines	4
Poland	1
Romania	16

Offers accepted by Medical School Country	Total
Russian Federation	1
Slovakia	3
South Africa	1
Spain	1
Sudan	7
Tanzania, United Republic Of	1
Trinidad And Tobago	2
Turkey	3
Ukraine	1
United Arab Emirates	1
United Kingdom	29
Total	333