

UK Foundation Programme 2021

F2 Stand-alone Selection Methodology – March 2021 Update

Introduction

This paper is intended to outline the changes to the F2 Stand-alone selection and offers process described in the [F2 Stand-alone Applicant Guidance](#) published on the [UKFPO website](#) in October 2020. Please refer to the Applicant Guidance for the parts of the process not specifically referred to in this paper.

This paper should be noted specifically by applicants to the FP2021 F2 Stand-alone programme.

Executive Summary

The selection process for F2 Stand-alone recruitment has changed:

1. Applicants who have sat the Situational Judgement Test (SJT) will now be either selected for
 - a. Interview bypass – will be offered a post (those who scored highest in the SJT)
 - b. Interview – online interviews 20, 21 or 22 April 2021. Outcome will be “appointable or “not appointable”
 - c. Not invited to interview – withdrawn from process (those who scored lowest in the SJT)
2. Applicants in group a and those in group b deemed appointable will be ranked by their SJT score (instead of their interview score) and offers will be made based on this rank

We appreciate that this is not what applicants were expecting when entering the F2 Stand-alone recruitment process. We always endeavour to not change processes once they have started and apologise that this was not possible on this occasion. The process changes are due to an expansion in the number of posts available and a limited interview capacity.

This benefits both applicants and the wider NHS system. Eligible applicants now have an approximately threefold higher chance of receiving an F2 Stand-alone offer than the originally published process, which was based on a lower anticipated number of posts.

Background

The Applicant Guidance states the following information regarding the process following the SJT:

Situational Judgement Test (SJT)

All applicants who meet the longlisting criteria will be required to undertake the Situational Judgement Test (SJT) as part of the recruitment process. The highest scoring applicants will be invited to interview, which will further assess clinical competence.

The Situational Judgement Test (SJT) is a test for employment and not a medical school exam. It forms part of the selection process for entry to foundation training to test the attributes needed to work as a doctor.

Interviews

All eligible applicants will be required to attend an interview as part of the recruitment process. Applicants must attend an interview to be considered for appointment to an F2 Stand-alone programme. All interviews will be conducted virtually through Microsoft Teams using video technology, although the platform of delivery might be subject to change if there are any technical issues experienced.

Offers Process

All applicants will be given a unique rank based on their interview score. Applicants will receive offers based on a meritocratic algorithm whereby the highest scoring applicant will be matched to their highest programme preference choice available. The system will attempt to match applicants to their highest choice in the first instance and work through the list of preferences in rank order.

Updated process

Selection methodology

The selection methodology for the F2 Stand-alone programmes will now follow a stratification process:

1. The highest scoring applicants on the SJT will be selected to bypass the interview process and will be offered a post. They will be moved straight into the F2 Stand-alone programme preferencing process (the timeline for programme preferencing will not change – see [below](#)) – *change to originally published process*
2. The lowest scoring applicants on the SJT will not be invited to interview and will be withdrawn from the F2 Stand-alone recruitment process – *no change to originally published process*
3. All remaining eligible applicants will be invited to interview, following the process described in the Applicant Guidance – *no change to originally published process*

The number of applicants in each of the above cohorts will be set based on currently known vacancy numbers and on interview capacity. All applicants will receive direct communication regarding which cohort they have been placed in and next steps on Tuesday 6 April 2021.

It is possible for eligible applicants to withdraw from the offers process at any stage – please refer to the Applicant Guidance for details.

Interview outcomes and ranking

Applicants who attend an interview will still receive a breakdown of their interview scores for each interview question and detailed feedback from the panel. This will be formative feedback intended to support applicants' further development.

However, interview scores will not be used for ranking applicants. Instead, the interview outcome will be "Appointable" and "Not appointable".

All applicants who have bypassed interview and those who have been deemed appointable at interview will then be **ranked based on their SJT score**.

As originally published, applicants will receive offers based on a meritocratic algorithm whereby the highest scoring applicant will be matched to their highest programme preference choice available. The system will attempt to match applicants to their highest choice in the first instance and work through the list of preferences in rank order.

Timeline for 2021

Date(s)	Recruitment Activity
Application window	Monday 4 January – Friday 15 February 2021
Longlisting outcomes	Thursday 22 February 2021
SJT	Monday 8 – Friday 12 March 2021

Invites to interview	Tuesday 6 April 2021
Interview booking <i>Note change of date – delayed by one day due to bank holiday</i>	Tuesday 6 – Friday 9 April 2021
Interviews	Tuesday 20 – Thursday 22 April 2021
Interview outcomes	Monday 26 April 2021
Preferencing	Tuesday 27 April – Tuesday 4 May 2021
Offers 1	Wednesday 5 – Friday 7 May 2021
Offers 2	Wednesday 12 – Friday 14 May 2021
Clearing preferencing (for any additional posts)	Wednesday 19 – Monday 24 May 2021
Clearing Offers 1	Wednesday 26 – Friday 28 May 2021
Clearing Offers 2	Wednesday 2 – Friday 4 June 2021

UK Foundation Programme Office
March 2021