

Foundation ARCP Outcomes – 2023-24 training year

Outcome Code	Description	F1 or F2	Notes	Supplementary code applicable?
1	Satisfactory completion of F1	F1	The F1 ARCP panel should only use this outcome for foundation doctors who meet the requirements for satisfactory completion of F1	No
3	Inadequate progress – additional training time required	Both	<p>This outcome should be used when the ARCP panel has identified that an additional period of training is required which will extend the duration of training. The panel must make clear recommendations about what additional training is required and the circumstances under which it should be delivered (e.g. concerning the level of supervision). It will, however, be a matter for the deanery/foundation school to determine the details of the additional training within the context of the panel’s recommendations, since this will depend on local circumstances and resources.</p> <p>The overall duration of the extension to training should normally be for a maximum of one year. The panel should consider the outcome of the remedial programme as soon as practicable after its completion. The deanery/foundation school should inform the employer and training placement provider if this outcome is assigned.</p>	U code
4	Released from training programme	Both	(Applicable to both F1 and F2) If the panel decides that the foundation doctor should be released from the training programme, the deanery/foundation school should discuss with the GMC as there may be fitness to practise concerns. The panel should seek to have employer representation.	U code
5	Incomplete evidence presented – additional training time may be required	Both	(Applicable to both F1 and F2) The panel can make no statement about progress or otherwise since the foundation doctor has supplied either no information or incomplete information to the panel. If this occurs, the foundation doctor may require additional time to complete F1/F2. The panel will set a revised deadline for completion of the e-portfolio and associated evidence. Once the required documentation has been received, the panel should consider it. The panel does not have to meet with the foundation doctor and the review may be done “virtually” and issue an alternative outcome.	U code

Outcome Code	Description	F1 or F2	Notes	Supplementary code applicable?
6	Recommendation for the award of the Foundation Programme Certificate of Completion (FPCC)	F2	The F2 ARCP panel should only use this outcome for F2 doctors who meet the requirements for satisfactory completion of the Foundation Programme.	No
8	Time out of Foundation Programme	F2	When a doctor in training takes time out of their approved programme, this is called out of programme (OOP). All out of programme has to be approved by the postgraduate dean. OOP in foundation training is also called time out of foundation programme (TOFP) and is for a maximum of 12 months. The panel should receive documentation from the foundation doctor indicating what they are doing out of programme and their expected date of return.	OOP code
Other	No ARCP review/outcome	Both	The panel should use this option if the foundation doctor cannot be assigned an ARCP outcome during the standard ARCP month of June each year (eg working LTFT, on sick leave, interim ARCP to monitor progress etc). All foundation doctors, whether in an active training post or not, must be assigned an ARCP outcome (or “Other”) during June. This outcome may be appropriate at other times of the year as well (for example, if a foundation doctor goes on long term sick leave or parental leave before June).	N code

Outcomes 2 and 7 (as used in specialty training (ST)) are not used/transferrable to foundation training.

U codes (Reasons for doctors not recommended for sign-off)

More than one reason may be selected.

Reason	Explanatory Notes	'U' code	Used in ST
Record Keeping and Evidence	Foundation doctor failed to satisfactorily maintain their Royal College/Faculty/foundation e-portfolio including completing the recommended number of Workplace-Based Reviews; Supervised Learning Events, Audits; Research; structured education supervisors report; in accordance with recommendations for that particular Year of Training in line with the Royal College/Faculty/foundation curriculum requirements.	U1	<input checked="" type="checkbox"/>
Inadequate Experience	Training post(s) did not provide the appropriate experience for the year of training being assessed in order to progress. As a result the foundation doctor was unable to satisfy the Royal College/Faculty/foundation curriculum requirements for the year of training.	U2	<input checked="" type="checkbox"/>
No Engagement with Supervisor	Foundation doctor failed to engage with the assigned educational supervisor or the training curriculum in accordance with the Royal College/Faculty/Foundation requirements for that particular year.	U3	<input checked="" type="checkbox"/>
Trainer Absence	Nominated educational supervisor or trainer did not provide the appropriate training and support to the Foundation doctor because of their absence on a sabbatical; through illness or other reasons; and no nominated educational supervisor deputy took over to ensure that an appropriate level of training was maintained. As a result the foundation doctor was unable to satisfy the Royal College/Faculty/foundation curriculum requirements for the year of training.	U4	<input checked="" type="checkbox"/>
Foundation doctor requires Deanery Support	Foundation doctor has issues to do with their professional personal skills for example: - behaviour / conduct / attitude / confidence / time keeping / communications skills etc. and requires the support of the Deanery Performance Team.	U7	<input checked="" type="checkbox"/>
Other reason	This may include the foundation doctor having failed to participate in systems of quality assurances and quality improvement projects. (Please specify)	U8	<input checked="" type="checkbox"/>
Inadequate attendance	Foundation doctor exceeded the maximum permitted absence of four weeks from training (other than annual leave) and/or has unsatisfactory attendance at formal teaching sessions. *This code should NOT be used to describe a less than full-time (LTFT) foundation doctors who has satisfactorily attended their pro-rata FP/formal teaching sessions.	U9	<input checked="" type="checkbox"/>
Assessment / Curriculum outcomes not achieved	Foundation doctor has failed to meet the outcomes of the FP curriculum and/or pass the assessments required for satisfactory completion of F1/F2. Formal assessments include: TAB Placement Supervision Group (PSG) Clinical supervisor end of placement reports Educational supervisor end of placement reports; and Educational supervisor's end of year reports.	U10	<input checked="" type="checkbox"/>

(Codes U5 and U6 are intentionally not included as they are not transferable to foundation)

N codes (Reasons for doctors not assigned a satisfactory/unsatisfactory outcome)

More than one reason may be selected.

Reason	Explanatory Notes	'N' code	Used in ST
Less than full-time (LTFT) / out of phase – no concern	Achieving progress and the development of outcomes at the expected rate.	N14	<input checked="" type="checkbox"/>
Less than full-time (LTFT) / out of phase – some concern	May not be achieving progress or development of outcomes at the expected rate.	N15	<input checked="" type="checkbox"/>
Foundation doctor Sick Leave	Foundation doctor on long-term sickness or other health issues have impacted on ability to complete the year of training being reviewed.	N1	<input checked="" type="checkbox"/>
Foundation doctor Maternity/ Paternity Leave	Foundation doctor cannot be reviewed whilst on maternity leave	N2	<input checked="" type="checkbox"/>
Foundation doctor not In Post Long Enough	Too soon to complete a meaningful annual review within the ARCP reporting period.	N3	<input checked="" type="checkbox"/>
Foundation doctor Missed Review	Foundation doctor did not attend the review when required. That is, analysis from local offices/deaneries is that where a review panel was not arranged until July at end of reporting year and foundation doctor could not attend for last minute family reasons; transport problems etc. Panel had to be rearranged in early August but outside of GMC reporting period.	N6	<input checked="" type="checkbox"/>
Foundation doctor on suspension for Gross Misconduct	Foundation doctor currently suspended from training either as a result of GMC Suspension or local Trust or other local disciplinary proceedings due to gross misconduct.	N10	<input checked="" type="checkbox"/>
Foundation doctor on suspension - other reason	Foundation doctor currently suspended for reasons other than gross misconduct.	N11	<input checked="" type="checkbox"/>
Resignation - without training issues	Resignation no remedial training undertaken or offered	N21	<input checked="" type="checkbox"/>
Resignation – with training issues	Resignation received foundation doctor would have been offered or foundation doctor undertook remedial training.	N22	<input checked="" type="checkbox"/>
Foundation doctor dismissed	The foundation doctor was dismissed prior to programme completion. Please specify if <ul style="list-style-type: none"> • Dismissed: no remedial training undertaken • Dismissed: received remedial training Also whether: <ul style="list-style-type: none"> • Dismissed: no GMC referral • Dismissed: following GMC referral 	N16 N17 N18 N19 N20	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
Other reason	(Please specify)	N13	<input checked="" type="checkbox"/>

(Codes N4-N5 and N7-N9 are intentionally not included as they are not transferable to foundation)

OOP codes (Type of out of programme arrangement)

More than one reason may be selected.

Reason	Explanatory Notes	'OOP' code	Used in ST
OOP Experience	This is to enhance clinical experience or to gain experience as a locum doctor.	OOPE	<input checked="" type="checkbox"/>
OOP Research	This is for a period of research.	OOPR	<input checked="" type="checkbox"/>
OOP Career break	This is to pursue other interests or deal with a period of ill health.	OOPC	<input checked="" type="checkbox"/>

(OOPT is intentionally not included as it is not transferable to foundation)