Foundation Programme Annual Report 2010

National (UK) Summary

Report No. 2
November 2010

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UK Foundation Programme Office
November 2010

EXECUTIVE SUMMARY

All 25 foundation schools submitted a return. As with the 2009 returns, there were missing or inconsistent data provided by some schools but there was a significant improvement in the amount of data included in the national summary report. The UKFPO is grateful to those schools that have improved their data collection processes in order to better contribute to this valuable national resource. The report is divided into four sections and an appendix. The key findings are set out below.

Foundation schools
This section relates to the foundation year commencing in August 2009 and ending in August 2010.

The number of Foundation Programme places across the 25 schools ranges from 76 to 866 at F1 and from 67 to 838 at F2.

One foundation school employs a full-time foundation school director (FSD), with the average being 0.5 FTE. The majority of FSDs continue with part-time clinical work. Eleven foundation schools employ at least one full-time foundation school manager (FSM), with the average being 0.9 FTE. On average, there is less than 0.5 days per week of FSD time allocated to every 100 foundation doctors and 0.75 days per week of FSM time.

Across the UK, 94% of F1 places and 92% of F2 places which are part of two year programmes were filled at the start of the foundation year. An additional 4% of F1 and 6% of F2 places were filled by doctors in one year posts. Just 2% of F1 and 1% of F2 places remained unfilled at the start of August.

Delivering foundation training
This section relates to the foundation year commencing in August 2009 and ending in August 2010.

61% of F1 doctors and 59% of F2 doctors are female. Twelve foundation schools match doctors to two year rotations before the start of the Foundation Programme, with 11 schools matching to one year rotations and 2 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 rotations, 89% include placements that are a minimum of four and a maximum of six months. For F2 rotations this is 96%. There are over 9% of F1 placements that are less than four months duration.

At F1, 21 foundation schools have doctors who are training flexibly either in job shares or in supernumerary posts and 9 schools have other supernumerary foundation doctors. For F2, this is 20 and 7 schools respectively.

Foundation doctors experience a range of specialties in the Foundation Programme, with the highest level of training opportunities being in general surgery (27%), general (internal) medicine (23%) and geriatric medicine (8%) during the F1 year. During the F2 year, the most common training experiences were in: emergency medicine (17%), general practice (14%) and general (internal) medicine (9%). The percentages are calculated using the total number of training experiences available, which does not equate to the number of Foundation Programme placements since some placements cover more than one specialty.

Twenty-two foundation schools reported that F2 doctors undertook specialty tasters, usually comprising a week in another specialty. A greater number of schools than in 2009 (67% compared to 42%) allowed tasters at F1 level, giving F1 doctors the opportunity to experience different specialties before they need to consider their specialty training application. Tasters were taken up primarily in medical and surgical specialties during F1 and in medical specialties or anaesthetics and critical care during the F2 year.

Academic Foundation Programmes
There were a total of 366 Academic Foundation Programme places at F1 level and 361 places at F2 level ending in August 2010. Research programmes accounted for 76.2% of all places, with the remaining being offered in medical education (9.9%), management/leadership (3.2%) and other categories (10.7%). For the Academic Foundation Programme commencing in August 2010, 415 F1 doctors were appointed.

Progression and outcomes
This section relates to the foundation year commencing in August 2009 and ending in August 2010.

99% of F1 and 97% of F2 doctors successfully completed their respective foundation years in 2010 and were signed off as having attained the appropriate level of competence.

The majority (93%) of F1 doctors signed off in August 2010 are continuing with their foundation training in the UK. Just 0.5% of those signed off at the end of F1 left the Foundation Programme.

The career destination was known for 73% of foundation doctors completing their foundation training in 2010. For the F2 doctors where the career destination is known, 83% were appointed to specialty training in the UK. Those appointed outside the UK accounted for less than 4% of the known outcomes, with just 0.4% having permanently left the profession.

The number of foundation doctors not signed off at the end of their respective years was 158 F1s and 228 F2s, with 4 of the F1s and 3 of the F2s being in Academic Foundation Programmes. The most prevalent reasons for not being signed off were having more than four weeks' absence and requiring remedial training.

A total of 266 F1 and 311 F2 doctors were monitored under the foundation schools' doctors in difficulty processes across the 25 foundation schools. 17% of the F1 doctors and 13% of the F2 doctors being monitored had been identified as having difficulties via the transfer of information form. The main area of concern for both F1 and F2 related to the doctor's personal health.

Less than 4% of F1 doctors from UK medical schools required additional support compared with 10% from EEA medical schools and 11% from non-EEA medical schools.

The outcome for foundation doctors in difficulty was favourable for 4 out of 5, with 42% of F1s and 40% of F2s being signed off by the original end date of their foundation year, and a further 40% of F1s and 41% of F2s are expected to be signed off by an agreed, extended end date.

Thirteen F1 and 9 F2 doctors were referred to the GMC for fitness to practise issues. This relates to 0.2% of F1s and 0.1% of F2s.

Recruitment
This section relates to the foundation year commencing in August 2010 and ending in August 2011.

Just over half (58%) of UK medical school graduates started foundation training in the foundation school most closely associated with the medical school from which they graduated. This reiterates the findings from last year that a significant proportion of UK graduates are moving to a different area for their foundation training by choice, since over 90% of applicants were allocated to their first choice foundation school. Fewer than 3% of F1 doctors allocated through the national recruitment round graduated outside the UK.

The academic and national recruitment rounds accounted for 97% of F1 doctors. The remainder were repeating their F1 year or were recruited locally.

The majority (93%) of F2 doctors in August 2010 were starting the second year of a two year programme in the same foundation school, with just 0.3% transferring to a different foundation school for their F2 year. Fewer than 3% of F2 doctors entered foundation training at the F2 level in stand-alone posts.

THE FOUNDATION PROGRAMME ANNUAL REPORT 2010

Background

In response to demands for national data relating to recruitment, structures and outcome of the Foundation Programme across the UK, the UK Foundation Programme Office (UKFPO) introduced a national data gathering exercise in 2009 and produced the first Foundation Programme Annual Report.

There are four key principles underpinning the annual report:

- it does not replace deanery/foundation school quality management processes;
- it will be shared with the four UK health departments, regulator and others;
- it provides national, summary data and does not identify any individuals;
- it will be reviewed annually.

The data gathering process and the report content for 2009 were reviewed during January and February 2010 with input from key contributors to and recipients of the report.

Review of 2009 data collection

Review process

- An on-line survey was issued to all foundation school managers (FSMs), requesting that they answer a series of questions about the content of the first Annual Report and the effectiveness of the guidance issued to FSMs to help in completing the report. The survey contained questions with multiple-choice answers, and free-text boxes. The response rate was 84%.
- A discussion was held with GMC representatives to seek their views on revisions and additions to the report content for 2010.
- A workshop was held with members of the Foundation School Directors' Committee, seeking their views on the data gathering process and the format and content of the report.
- A discussion was held with MMC England to explore how the quality and quantity of F2 outcomes data could be improved.
- Input from the four UK health departments provided during the original analysis period of the 2009 report was re-visited. The requests for particular information have been included in the revisions for 2010 where practicable.
- The UKFPO also held a workshop for its own team members to identify potential improvements to the process and report content for 2010.

Review outcome

The following revisions were agreed by the UK Foundation Programme Board in March 2010.

- New information relating to F2 outcomes including career destinations, and the outcomes for doctors in difficulty was requested.
- Academic Foundation Programme data was included in all sections, rather than being a separate section.
- Greater clarity and consistency regarding the foundation year the report should be based on was given.
- Some of the new data items were identified as optional for 2010 in order to allow foundation schools time to set up the local processes required to capture the data. These items will become required from 2011 onwards.

In response to the consistent request from foundation schools for as much time as possible to prepare for the report, a list of the revised questions, a sample data set and a copy of the new National F2 Outcomes Survey were shared with the foundation school managers in mid-March 2010. The final report template was issued in mid-May 2010, together with comprehensive completion notes. The deadline for returning completed templates was mid-September 2010.

2010 report

The results of the 2010 data collection exercise are presented in this report as a national (UK) summary in four sections. The first three sections – 'Foundation schools', 'Delivering foundation training' and 'Progression and outcomes' – relate to the foundation year ending August 2010. The fourth section – 'Recruitment' - refers to appointees to the foundation year commencing in August 2010.

Where possible, a comparison with the results from the 2009 annual report is given. This was not always possible since the number of foundation schools responding to each question differed from 2009 to 2010 and in some instances the questions have been revised from last year.

Section 1 – FOUNDATION SCHOOLS

This section relates to the foundation year commencing in August 2009 and ending in August 2010.

Resources

There is significant variation in size amongst the 25 UK foundation schools. Table 1 shows the total number of F1 and F2 places in the foundation schools, together with the minimum and maximum at a single foundation school. The mean and median number of places is also shown. The median excluding Academic Foundation Programmes (AFP)[1] for 2010 is given to compare with the median for last year (when AFP places were reported separately). The number of posts has remained relatively stable.

Table 1: Number of Foundation Programme places

Foundation Programme ending August 2010	Std	AFP	Total	Min	Max	Mean	Median	2010 Median exc. AFP	2009 Median exc. AFP
F1 places	7142	366	7,508	76	866	307	290	277	273
F2 places	7230	361	7,591	67	838	310	299	279	279

Table 2 shows the level of resource employed by deaneries/foundation schools in key roles, using full time equivalents (FTE). There is no significant change in the median FTE equivalents for 2010 and 2009.

Table 2: Levels of resource (FTE)

No. FS responded	Role	FTE equivalent				
		Min	Max	Mean	2010 Median	2009 Median
25	Foundation school director	0.2	1.0	0.5	0.4	0.4
25	GP associate dean (time dedicated to foundation)	0.0	0.8	0.2	0.1	not recorded
21*	Foundation school manager	0.0	3.0	0.9	1.0	1.0
25	Foundation school administrator / coordinator	0.0	9.0	1.7	1.0	1.2
25	Other	0.0	15.0	1.0	0.1	0.2

* There is one FSM in the West Midlands deanery, covering five foundation schools.

Alternatively, the level of resource dedicated to the key roles within a foundation school can be expressed as FTE per 100 foundation doctors. Table 3 shows this ratio for foundation school directors and managers. The difference in the median values for 2010 and 2009 for foundation school managers is due to the fact that, taken as a group, they have reduced by a total of 0.8 FTE between 2009 and 2010.

Table 3: Resource (FTE) per 100 foundation doctors

No. FS responded	Role	FTE equivalent per 100 FDs				
		Min	Max	Mean	2010 Median	2009 Median
25	Foundation school director	0.02	0.26	0.09	0.08	0.08
25	Foundation school manager	0.00	0.32	0.12	0.14	0.21

[1] For purposes of this report, "Academic Foundation Programmes" (AFP) cover all non-standard foundation programmes; including those associated with research, medical education, management and leadership, pharmaceutical and e-learning placements.

Number of Foundation Programme places

For rotations commencing August 2009 and ending August 2010, 25 foundation schools reported a total of 7,508 F1 places and 7,591 F2 places, including AFP places.

Twenty-four foundation schools provided information about the number of places that had been filled by foundation doctors on two year programmes or in one year posts. Table 4 shows the number of places filled and unfilled for these 24 schools.

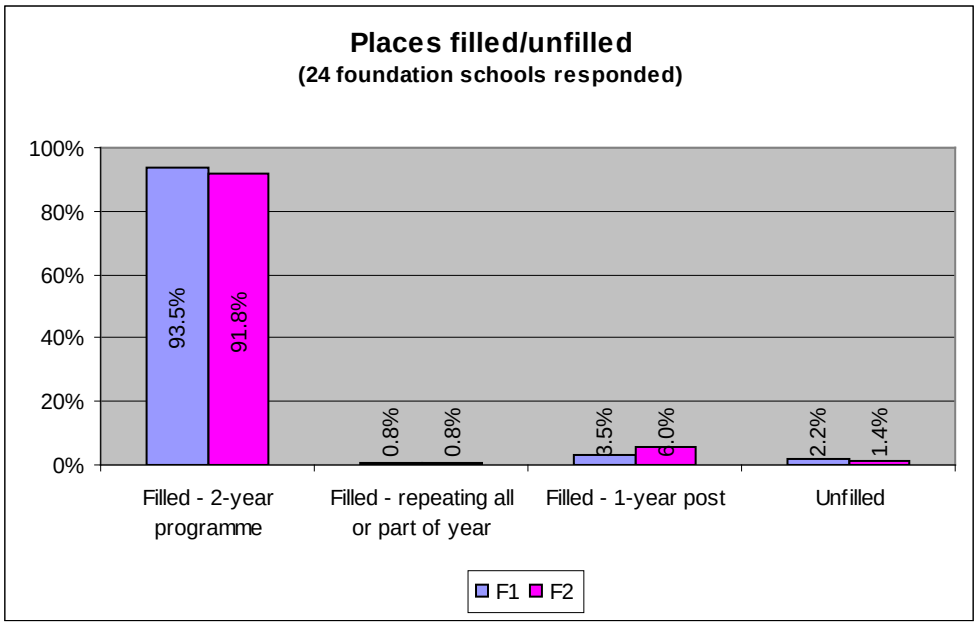
Table 4: Places filled at start of August 2009

No. FS responded	Foundation Programme places filled at start of August 2009	F1			F2		
		Std	AFP	Total	Std	AFP	Total
24	Filled - two year programme	6,568	318	**6,886**	6,502	316	**6,818**
24	Filled - repeating all or part of year	60	0	**60**	62	0	**62**
24	Filled - one year post	249	5	**254**	436	7	**443**
24	Unfilled	159	2	**161**	100	6	**106**
	Total number of places	**7,036**	**325**	**7,361**	**7,100**	**329**	**7,429**

Note: The totals in this table are for 24 foundation schools only and so do not equal the totals given in the first paragraph of this section or the totals for AFP places in Tables 31 and 32 in Appendix 1.

Figure 1 shows the Foundation Programme places filled and unfilled as a percentage of the total number of places in the 24 schools responding to this question.

Figure 1: Foundation Programme places filled and unfilled



Unfilled places

Each year, a small proportion of allocated F1 applicants will not commence the Foundation Programme. This can be due to a number of factors such as: failing final exams, withdrawing applications for personal reasons or not meeting the criteria of local pre-employment checks. The foundation schools endeavour to fill any such vacancies with alternative appointees before the start of the foundation year.

Fourteen of the 24 foundation schools who responded to this question reported a total of 161 unfilled F1 places at the start of August 2010 and 15 schools reported a total of 106 unfilled F2 places. On

average 2.0% of F1 places and 1.7% of F2 places were unfilled at the start of the foundation year. This is consistent with the fill rate reported in 2009 which showed an average of 2.0% of F1 and 1.8% of F2 places unfilled.

Reasons for unfilled places

Twenty-three schools provided consistent data regarding the reasons for the vacancies that remained unfilled at the start of the foundation year. The reasons are broken down in Table 6.

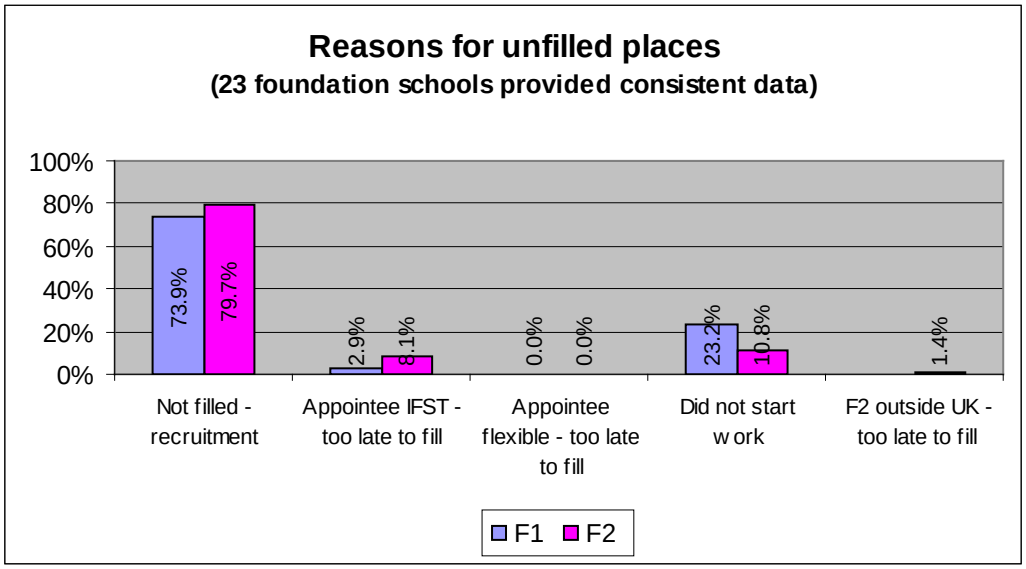
Table 6: Reasons for unfilled places at the start of the foundation year

No. FS responded	Reasons for vacancies remaining unfilled in August 2009	F1		F1 Total	F2		F2 Total
		Std	AFP		Std	AFP	
23	Not filling places during national or local recruitment	101	1	102	53	6	59
23	Appointee transferring to another foundation school too late to find a replacement	4	0	4	6	0	6
23	Appointee transferring to a flexible training programme too late to find a replacement	0	0	0	0	0	0
23	Appointee did not show up to start work in August	31	1	32	8	0	8
23	Appointee undertaking F2 outside the UK too late to find a replacement			n/a	1	0	1
	Total	**136**	**2**	**138**	**68**	**6**	**74**

Note: The totals do not match the totals in Tables 4 and 5 because one foundation school did not provide consistent data for the reasons for the unfilled vacancies and has been excluded from Table 6.

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

Figure 2: Reasons for unfilled places



Section 2 – DELIVERING FOUNDATION TRAINING

This section relates to the foundation year commencing in August 2009 and ending in August 2010.

Matching to programmes

The national recruitment process allocates successful applicants to a Unit of Application (UoA). A UoA is a geographical location consisting of one or more foundation schools. The foundation schools in each UoA are responsible for matching the applicants to specific programmes and facilitating the employing healthcare organisation's pre-employment checks.

Some foundation schools opt to match doctors to a full two year rotation before they start their Foundation Programme, whereas others choose to match doctors to the first 12 month's rotation and then run a competitive process during the first year to match individual doctors to their F2 rotation. In this instance, the foundation doctors are competing only for specific programmes as they have already been appointed to a two year programme.

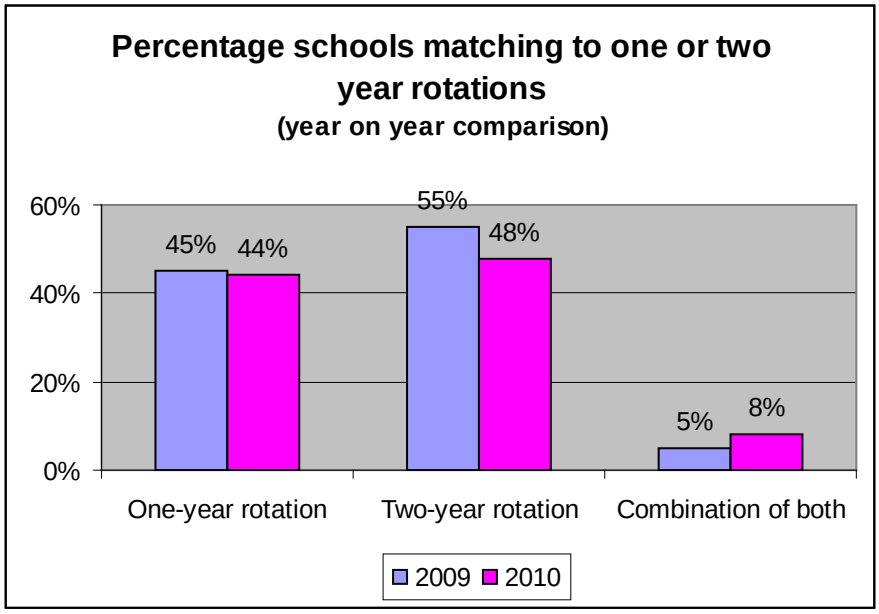
All 25 foundation schools provided information on whether their school matches to one or two year rotations, or a combination of both as shown in Table 7.

Table 7: Number of foundation schools matching to one or two year rotations

One or two year rotation	No. of FS
One year rotation	11
Two year rotation	12
Combination of both	2

Figure 3 shows the year on year comparison of the percentage of foundation schools that match to one or two year rotations. The 2009 data are based on responses from 23 foundation schools.

Figure 3: Schools matching to one or two year rotations (year on year comparison)



Configuration of Foundation Programmes

Twenty-four foundation schools answered the question regarding the configuration of foundation programmes. The recommended duration of each placement in a Foundation Programme is currently

a minimum of three and a maximum of six months[2]. All foundation schools reported that the majority of the rotations offered in their school comprise 3 x 4 month placements, with 13 schools reporting that this accounted for all F1 and F2 rotations. In contrast, one foundation school reported that just 33% of the F1 rotations consist of 3 x 4 month or 2 x 6 month placements.

In five foundation schools, the only other configuration offered is 4 x 3 month placements. Seven schools reported they have rotations comprising other configurations.

Table 8 shows the configuration of rotations across all schools.

Table 8: Configuration of Foundation Programmes

No. FS responded		Configuration of rotations	F1			F2		
F1	F2		Std	AFP	Total	Std	AFP	Total
24	24	3x4 months	6,082	296	**6,378**	6,458	304	**6,762**
7	5	2x6 months	169	0	**169**	32	0	**32**
9	6	4x3 months	490	24	**514**	78	3	**81**
3	7	Other	171	5	**176**	80	0	**80**
		Total	**6,912**	**325**	**7,237**	**6,648**	**307**	**6,955**

Note: The total for some schools in this section did not equal the total number of Foundation Programme places they declared in an earlier question and so the totals in this table do not equal the totals shown in Table 1.

Figure 4 shows the percentage of rotations comprising different configurations for F1 in 2009 and 2010. There is a small increase in the percentage of rotations that comprise 3 x 4 month placements.

Figure 4: Configuration of F1 rotations (year on year comparison)

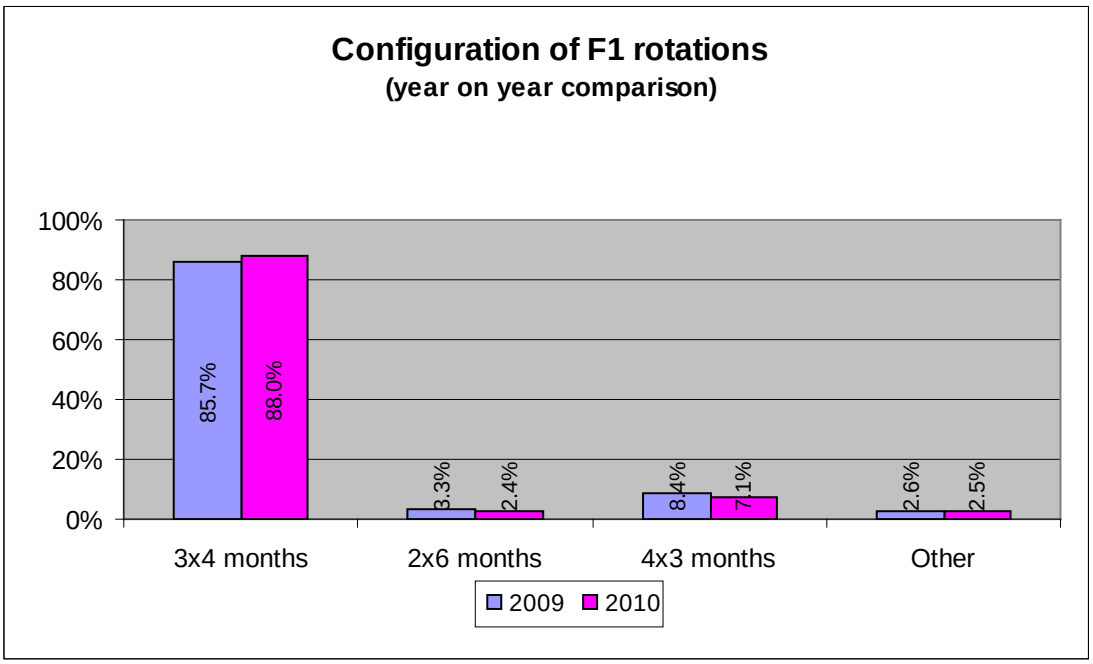
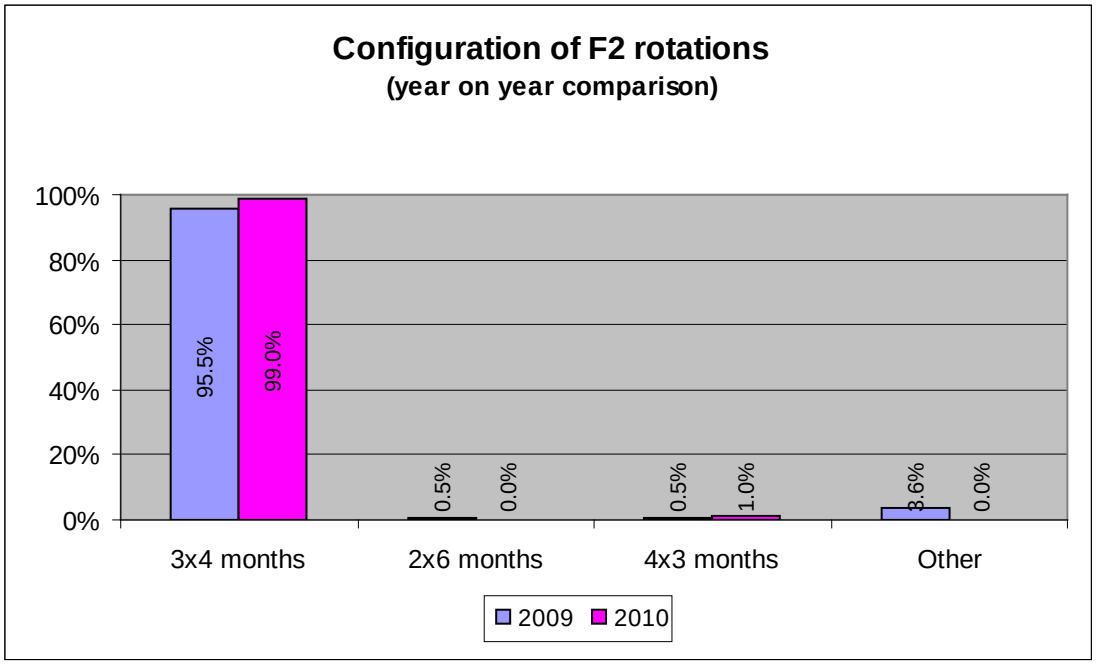


Figure 5 shows the percentage of F2 rotations comprising different configurations in 2009 and 2010. Again, there has been a small increase in the percentage of rotations that comprise 3 x 4 month placements. At just 1.0%, the percentage of F2 rotations that include placements of less than four months is much smaller than for F1 in 2010.

[2] *The UK Foundation Programme Reference Guide,* UKFPO March 2010

Figure 5: Configuration of F2 rotations (year on year comparison)



Flexible and supernumerary foundation doctors

The returns from the foundation schools suggest that four schools do not have any flexible or supernumerary foundation doctors. The total number of each from the remaining 21 foundation schools is shown in Table 9.

Twenty-one foundation schools reported they have F1 doctors who are training part-time either in job shares or in supernumerary posts, with some schools having a combination of both. Nine schools have other supernumerary foundation doctors at F1.

For F2, 20 foundation schools reported they have foundation doctors training part-time either in job shares or in supernumerary posts or in a combination of both. Seven schools have other supernumerary doctors at F2.

Table 9: Flexible and supernumerary foundation training requested and approved

No. FS	Flexible & supernumerary foundation training	Standard		Academic	
		Req'd	App'd	Req'd	App'd
7	F1 flexible doctors in job-shares	17	13	0	0
16	F1 flexible doctors in supernumerary posts	47	46	0	0
9	Other supernumerary F1 doctors	22	22	1	1
	Total F1	***86***	***81***	***1***	***1***
7	F2 flexible doctors in job-shares	17	17	0	0
16	F2 flexible doctors in supernumerary posts	53	51	1	1
7	Other supernumerary F2 doctors	17	17	1	1
	Total F2	***87***	***85***	***2***	***2***

Figure 6 shows the number of flexible and supernumerary F1 doctors as a percentage of the total foundation doctors for 2009 and 2010. There has been a slight increase in the percentage of F1 doctors training part-time and a slight decrease in the percentage of other supernumerary posts.

Figure 6: Flexible and supernumerary F1 doctors (year on year comparison)

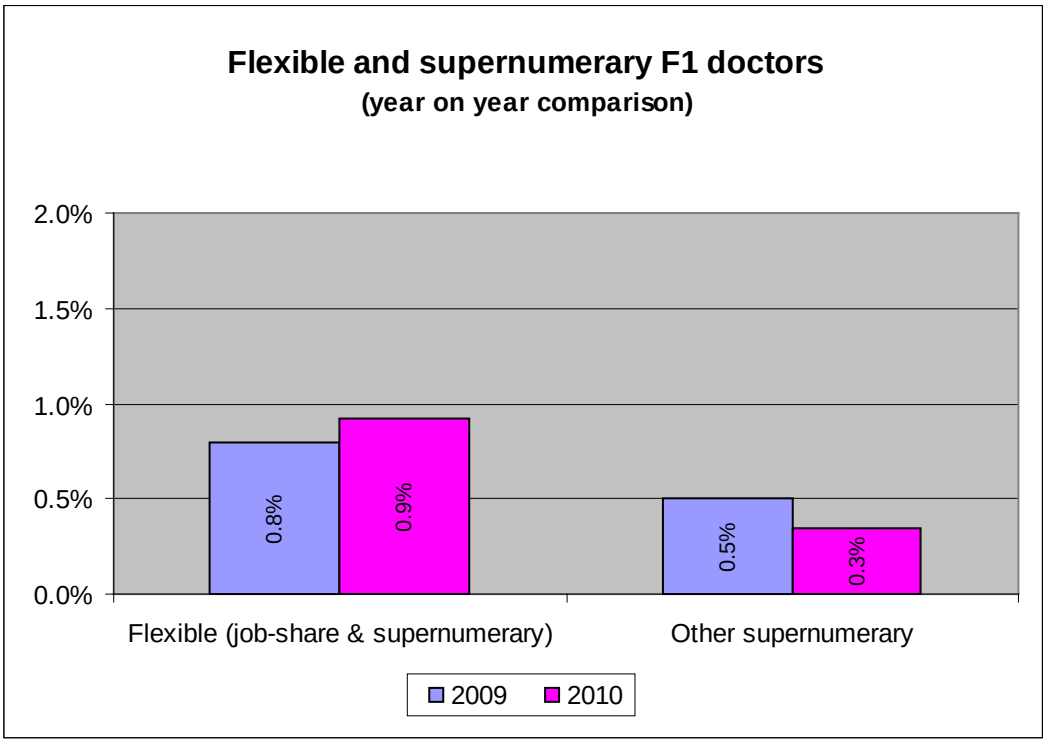
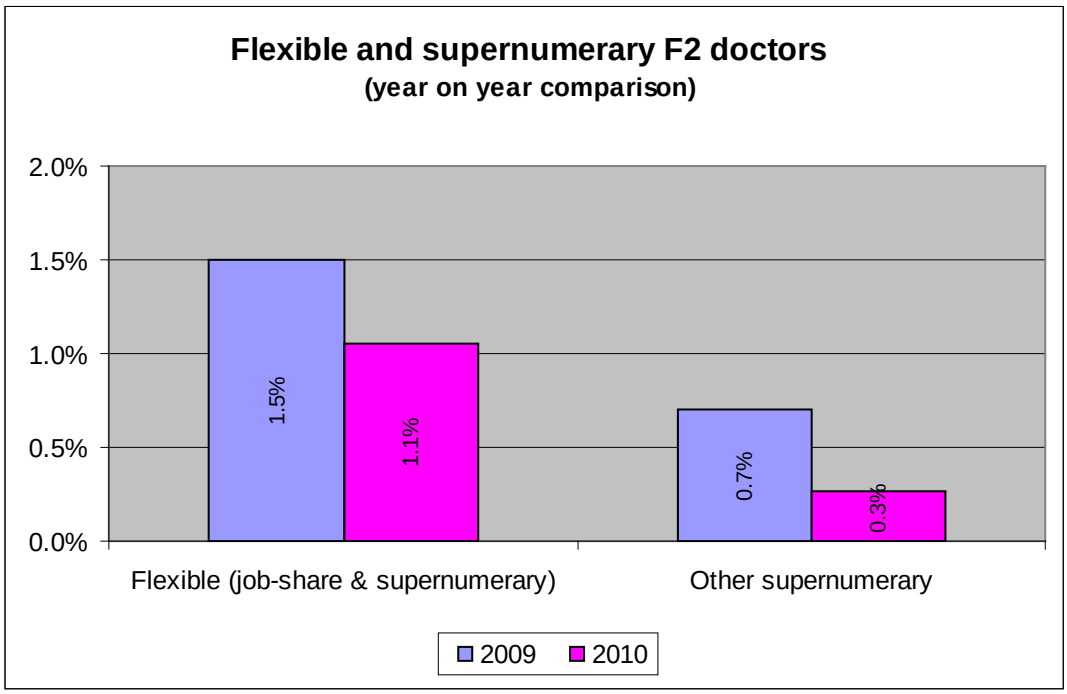


Figure 7 shows the number of flexible and supernumerary F2 doctors as a percentage of the total foundation doctors for 2009 and 2010. There is a decrease in both the percentage of F2 doctors training flexibly and those in other supernumerary posts.

Figure 7: Flexible and supernumerary F2 doctors (year on year comparison)



Gender split

Based on the information provided by most of the 25 foundation schools, the gender split for F1 and F2 is shown in Table 10.

Table 10: Gender split for F1 and F2 ending August 2010

No. FS responded	Foundation year	Male	Female
20	F1	38.7%	61.3%
18	F2	41.2%	58.8%

Specialties experienced in the Foundation Programme

Training experience is provided in a wide variety of specialties during the Foundation Programme. Twenty-four foundation schools provided information about the specialties covered in their Foundation Programme placements. The percentage of foundation training placements offering experience in each CCT specialty[3] is shown in Table 11. The percentage is calculated using the total training experiences available. This number does not equate to the number of Foundation Programme placements since some placements cover more than one specialty. Each placement will be filled by more than one foundation doctor during the course of the year depending on its length (e.g. a 4 month placement will be filled by 3 different doctors over 12 months).

Table 11: Specialties experienced in foundation training placements

Specialties experienced in foundation training placements	F1	F2
Acute Internal Medicine	3.2%	2.2%
Allergy		
Anaesthetics	1.7%	0.6%
Audiological Medicine		
Cardiology	3.3%	2.2%
Clinical Genetics		
Clinical Neurophysiology		
Clinical Oncology	0.3%	0.8%
Clinical Pharmacology and Therapeutics	0.1%	
Clinical Radiology	0.1%	0.1%
Community placement specialties* (see below)		0.1%
Dermatology	0.2%	0.3%
Emergency Medicine (Accident & Emergency)	2.0%	16.9%
Endocrinology & Diabetes Mellitus	2.8%	1.2%
Gastroenterology	3.2%	1.4%
General (Internal) Medicine	22.8%	9.3%
General Practice		13.8%
Genito-urinary Medicine	0.1%	0.7%
Geriatric Medicine	7.9%	4.6%
Haematology	0.6%	1.2%
Immunology		
Infectious Diseases	0.4%	0.3%
Intensive Care Medicine	1.5%	2.2%
Medical Oncology	0.4%	0.6%
Medical Ophthalmology		0.3%
Neurology	0.4%	0.7%
Nuclear Medicine		0.1%
Obstetrics & Gynaecology	1.2%	4.9%
Occupational Medicine		
Ophthalmology		0.7%
Paediatric Cardiology		0.3%
Paediatrics	2.2%	5.2%
Palliative Medicine	0.3%	0.5%
Pathology: Chemical		0.1%
Pathology: Cytogenetics and Molecular Genetics		
Pathology: Histopathology		0.3%

[3] The list of CCT specialties is taken from the GMC website.

Specialties experienced in foundation training placements	F1	F2
Pathology: Medical Microbiology		0.5%
Pathology: Medical Virology		0.1%
Pharmaceutical Medicine		
Psychiatry: Child and Adolescent		
Psychiatry: Forensic		
Psychiatry: General	1.1%	4.0%
Psychiatry: Learning Disability		
Psychiatry: Old Age		0.4%
Psychiatry: Psychotherapy		
Public Health Medicine		0.6%
Rehabilitation Medicine	0.5%	0.3%
Renal Medicine	0.9%	1.1%
Respiratory Medicine	3.5%	1.4%
Rheumatology	0.7%	0.5%
Sport and Exercise Medicine		
Surgery: Cardio-thoracic	0.7%	0.8%
Surgery: General Surgery	27.3%	6.5%
Surgery: Neurosurgery	0.1%	0.9%
Surgery: Oral and Maxillo-facial		0.2%
Surgery: Otolaryngology	0.4%	1.6%
Surgery: Paediatric	0.3%	0.3%
Surgery: Plastic	0.3%	0.5%
Surgery: Trauma and Orthopaedic	5.3%	6.7%
Surgery: Urology	3.9%	1.6%
Tropical Medicine		0.1%
Medical Education		0.1%

* Covers all experience of providing care in the community apart from GP. For example community psychiatry, community paediatrics, dermatology, homeless care, substance abuse

Doctors were able to experience a range of specialties across the F1 and F2 years. Tables 12 and 13 show the top five specialties experienced during F1 and F2 placements for 2009 and 2010.

Table 12: Top five specialties experienced during F1 placements (year on year comparison)

Rank	Top five specialties experienced during F1 placements			
	2009		2010	
	Specialty	%	Specialty	%
1	General surgery	31.4%	General surgery	27.3%
2	General (internal) medicine	24.4%	General (internal) medicine	22.8%
3	Geriatric medicine	9.4%	Geriatric medicine	7.9%
4	Trauma & orthopaedic surgery	5.6%	Trauma & orthopaedic surgery	5.3%
5	Respiratory medicine	5.0%	Urology	3.9%

Table 13: Top five specialties experienced during F2 placements (year on year comparison)

Rank	Top five specialties experienced during F2 placements			
	2009		2010	
	Specialty	%	Specialty	%
1	Emergency medicine	19.5%	Emergency medicine	16.9%
2	General practice	16.3%	General practice*	13.8%
3	General (internal) medicine	12.3%	General (internal) medicine	9.3%
4	Trauma & orthopaedic surgery	7.5%	Trauma & orthopaedic surgery	6.7%
5	General surgery	7.5%	General surgery	6.5%

***** The denominator for calculating the percentages has changed year on year and it cannot necessarily be deduced from this data that there has been an absolute decrease in the number of GP placements.

Specialties experienced via tasters

Twenty-two foundation schools provided information on tasters, and all of them indicated that doctors undertook tasters during F2, with 14 of them (67%) allowing tasters to be undertaken during F1. In

2009, 42% of the 19 schools that responded said they allowed tasters at F1 level. This would imply that more foundation schools are now permitting doctors to undertake tasters during their first year of foundation training and before they need to consider their application for specialty training.

Eleven of the foundation schools reported increased activity to promote tasters, with initiatives including: promotion on the deanery/foundation school website, discussions with FTPD/Ts, specific taster events and newsletters.

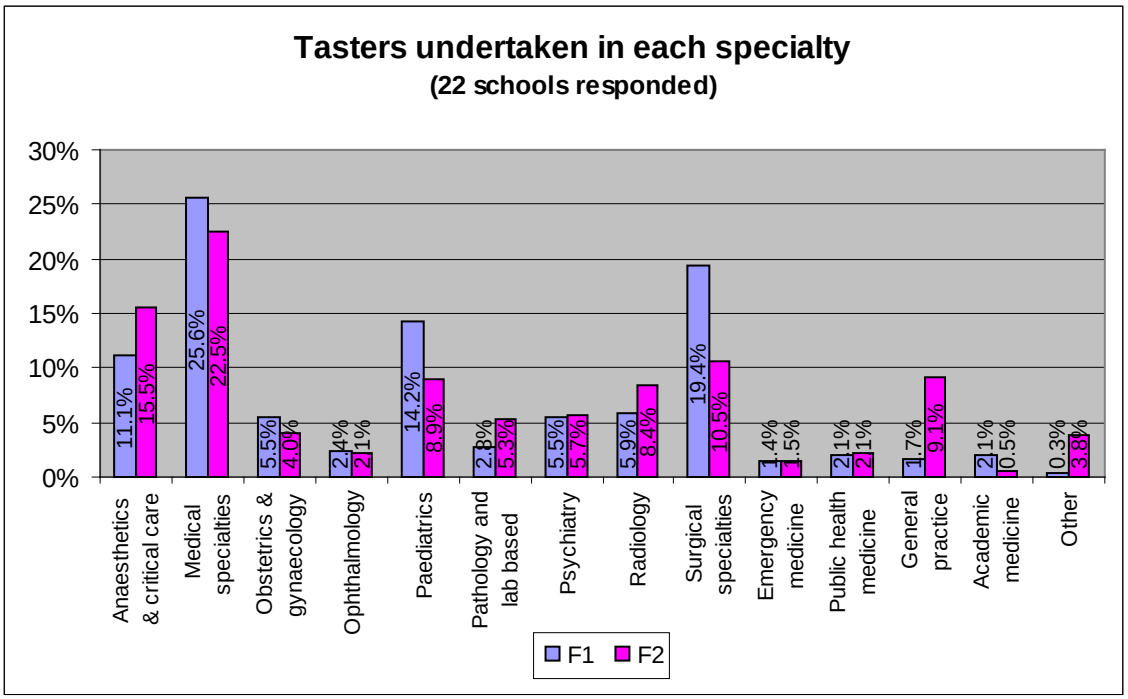
Table 14 shows the total number of taster experiences undertaken in different specialties.

Table 14: Specialties experienced via tasters

Specialties experienced via tasters	F1	F2
Anaesthetics and critical care	32	131
Medical specialties	74	190
Obstetrics & gynaecology	16	34
Ophthalmology	7	18
Paediatrics	41	75
Pathology and laboratory based specialties	8	45
Psychiatry	16	48
Radiology	17	71
Surgical specialties	56	89
Emergency medicine	4	13
Public health medicine	6	18
General practice	5	77
Academic medicine	6	4
Other	1	32
Totals	**289**	**845**

The number of tasters undertaken by F1 and F2 doctors in each specialty is expressed as a percentage of the total number of tasters in Figure 8.

Figure 8: Tasters undertaken in each specialty



F2 outside the UK

Some, but not all, postgraduate deaneries/foundation schools permit a small proportion of their foundation doctors to undertake their F2 training outside the UK, provided the training programme is prospectively approved by the postgraduate deanery. Foundation doctors are expected to identify a suitable training programme, request prospective approval and make all arrangements for supervision and assessment with the host organisation.

Fifteen foundation schools reported that the postgraduate deanery had approved F2 training outside the UK and Table 15 shows the countries and the number of doctors involved for 2009 and 2010.

Table 15: F2 approved outside the UK

Country	2009		2010	
	No. F2 doctors	No. FS	No. F2 doctors	No. FS
Australia	31	10	33	11
New Zealand	21	8	26	11
Israel	1	1	1	1
USA	1	1		
Total	**54**		**60**	

Section 3 – PROGRESSION AND OUTCOMES

This section relates to the foundation year commencing in August 2009 and ending in August 2010.

F1 outcomes

Foundation doctors successfully completing their F1 year (being signed off as having achieved F1 competences) and receiving full registration with the GMC may progress to F2. Some doctors choose to leave the Foundation Programme after achieving full GMC registration. Those continuing their foundation training may undertake their F2 year in the same foundation school; transfer to a different foundation school via an inter-foundation school transfer if their circumstances have changed since they were allocated to the original school; or resign from their post and apply in open competition for stand-alone F2 posts in other foundation schools.

Foundation doctors who have not achieved the required level of competence are not signed off at the end of their F1 year. These doctors will not be recommended by the foundation school for full registration with the GMC.

Twenty-three foundation schools indicated that a total of 7,042 (97.8%) F1 doctors successfully completed their F1 year and were signed off, with 158 (2.2%) not being signed off. This compares to 97.6% and 2.4% respectively reported in 2009.

Table 16 shows a breakdown of the outcomes for F1 doctors completing their first foundation year in 2010.

Table 16: Outcomes for F1 doctors

	Outcomes for F1 doctors	Std F1	Academic F1	Total F1s
23	F2 in the same foundation school	89.5%	94.5%	89.7%
23	F2 in a different foundation school - IFST	3.2%	0.0%	3.1%
23	Stand-alone F2 in a different foundation school	0.8%	0.9%	0.8%
23	F2 outside the UK (prospectively approved)	0.7%	0.0%	0.7%
23	Statutory leave but intend to return	0.3%	0.0%	0.3%
23	Approved TOFP but intend to return	0.7%	0.3%	0.7%
23	Unknown outcome, continuing with FP	3.7%	3.8%	3.7%
	Sub-total for signed off, continuing with FP	***99.0%***	***99.4%***	***99.0%***
23	Returning to 'home' country	0.2%	0.0%	0.2%
23	Medical training outside the UK	0.1%	0.6%	0.2%
23	Career break	0.1%	0.0%	0.1%
23	Ill health	0.0%	0.0%	0.0%
23	Permanently left medicine	0.1%	0.0%	0.1%
23	Unknown outcome, leaving FP	0.5%	0.0%	0.5%
	Total signed off	**100.0%**	**100.0%**	**100.0%**

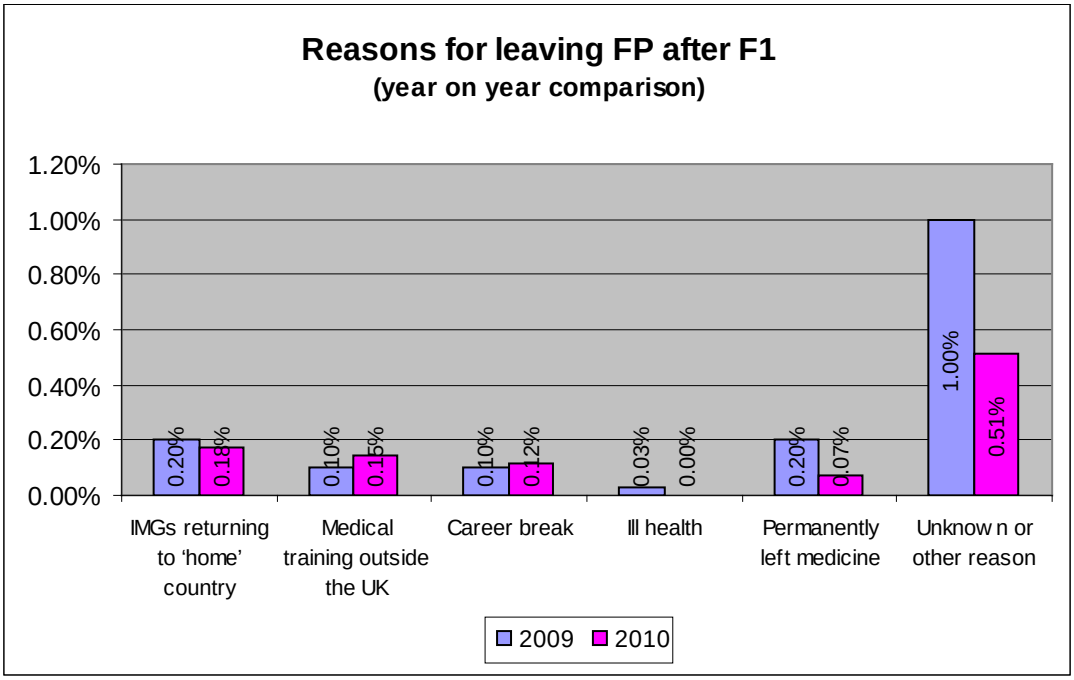
F1 doctors may leave the Foundation Programme after successfully completing their F1 year and gaining full GMC registration for a number of reasons. A total of 72 (1.0%) F1 doctors who successfully completed their F1 year in 2010 are not continuing in the Foundation Programme. Table 17 shows the reasons why and numbers associated with each reason.

Table 17: Reasons for leaving the Foundation Programme after F1

No. FS responded	Reasons for leaving FP after F1	Std	AFP	Total
23	IMGs returning to 'home' country	12	0	12
23	Medical training outside the UK	10	2	12
23	Career break	8	0	8
23	Ill health	0	0	0
23	Permanently left medicine	5	0	5
23	Unknown or other reason	35	0	35
	Total	**70**	**2**	**72**

Figure 10 shows the reasons for leaving the Foundation Programme after successfully completing the F1 year for 2009 and 2010 as a percentage of all foundation doctors in that year. There is no material difference year on year and the percentages leaving after a successful F1 year are small.

Figure 10: Reasons for leaving FP after F1 (year on year comparison)



F2 outcomes

Twenty-three foundation schools responded to this question. There were 7,092 F2 doctors in these schools and of these, 6,864 (96.8%) successfully completed their Foundation Programme in 2010 and were signed off, with 228 (3.2%) not signed off. This compares to 96.3% signed off and 3.7% not signed off reported in 2009.

5,192 doctors, who satisfactorily completed the programme, provided data about their career destination. The data shown in this year's report is more comprehensive than for last year and the percentage of unknown outcomes has reduced from 55% in 2009 to 23.6% in 2010. For the 2011 report, the foundation schools will be asked to differentiate between an 'unknown' outcome and an 'other' outcome so that a more accurate picture of the unknown outcomes can be reported.

From the known career destinations, 83.1% were appointed to specialty training in the UK. Table 18 shows the career destinations for F2 doctors completing standard FPs and AFPs.

Table 18: Career destinations for F2 doctors

No. FS responded	Career destinations for F2 doctors	Std FP	AFP	Total
23	ST in UK - run-through training programme	43.6%	27.8%	42.9%
23	ST in UK - core training programme	37.2%	41.5%	37.4%
23	ST in UK - academic programme	0.5%	20.9%	1.4%
23	ST in UK - FTSTA	0.7%	1.3%	0.8%
23	ST in UK - deferred start for higher degree	0.3%	1.3%	0.3%
23	ST in UK - deferred start for statutory reasons	0.3%	0.0%	0.3%
	Sub-total for specialty training in UK	***82.6%***	***92.7%***	***83.1%***
23	LAT in UK	0.6%	0.0%	0.5%
23	ST - outside UK	1.6%	1.7%	1.6%
23	Service appointment - in UK	2.2%	0.4%	2.1%
23	Service appointment - outside UK	4.1%	1.3%	4.0%
23	Still seeking employment as a doctor in the UK	3.4%	1.3%	3.4%
23	Career break	5.1%	2.6%	4.9%
23	Permanently left profession	0.4%	0.0%	0.4%
	Total signed off, known outcomes	**100.0%**	**100.0%**	**100.0%**

Reasons for not being signed off

Twenty-three foundation schools reported that there were 159 (2.2%) F1 doctors and 228 (3.2%) F2 doctors who were not signed off by August 2010. This compares to 2.4% of F1s and 3.7% F2s not signed off in 2009. Table 19 shows the breakdown of reasons for not being signed off in 2010.

Table 19: Reasons for not being signed off

No. FS responded	Reasons for not being signed off	F1			F2		
		Std	AFP	Total	Std	AFP	Total
23	Transferred to flexible training	19	0	**19**	18	0	**18**
23	>4 weeks absence	40	2	**42**	81	1	**82**
23	Remedial training agreed	47	0	**47**	52	1	**53**
23	Dismissed	4	0	**4**	10	0	**10**
23	Resigned	28	1	**29**	42	1	**43**
23	Other/unknown reason	18	0	**18**	14	8	**22**
	Total	**156**	**3**	**159**	**217**	**11**	**228**

A comparison of the reasons for not being signed off as a percentage of the total number of F1 doctors in the relevant schools for 2009 and 2010 is shown in Figure 12. The same information for F2 doctors is shown in Figure 13.

Figure 12: Reasons for not being signed off – F1 (year on year comparison)

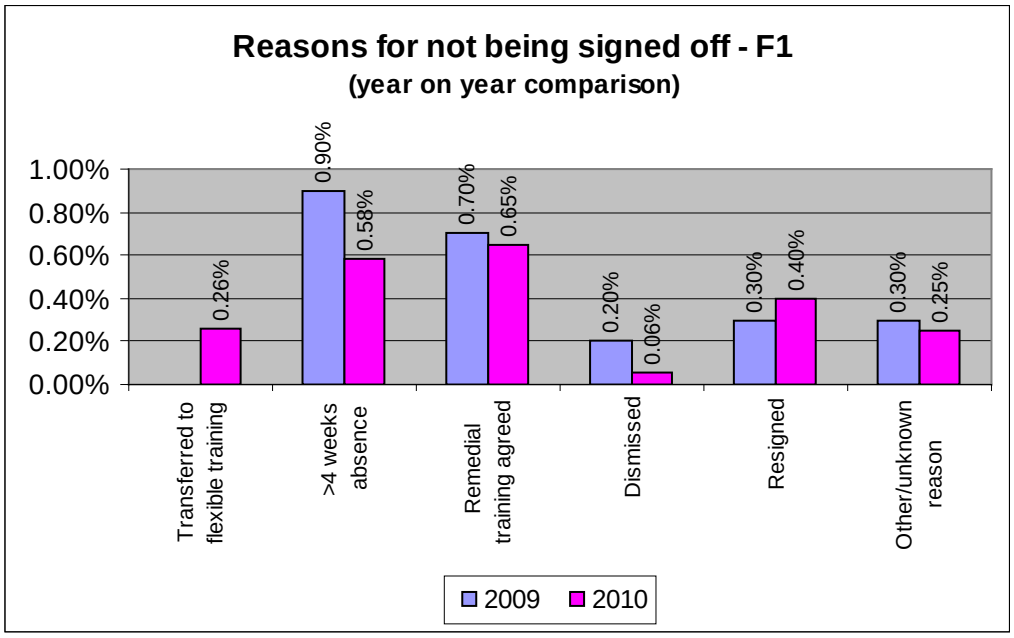
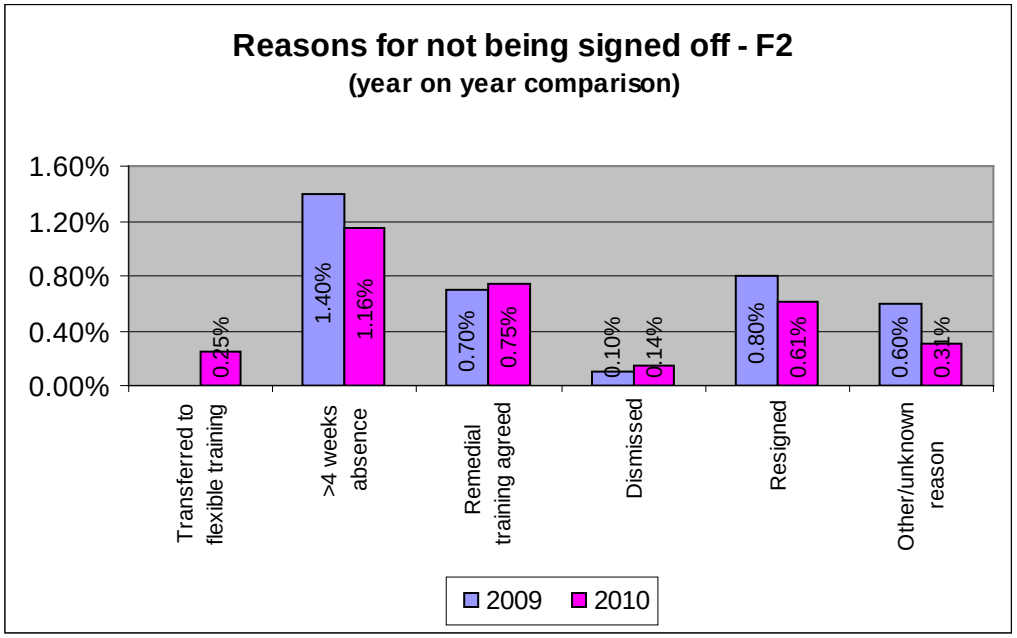


Figure 13: Reasons for not being signed off – F2 (year on year comparison)



Appeals against non-progression

All 25 foundation schools responded to the question regarding appeals process against non-progression for F1 and F2 (i.e. not being signed off at the end of the foundation year). Table 20 shows the number of appeals received and the number that were successful at the end of F1 and F2 in 2010. Two schools received appeals against non-progression at the end of F1 and three schools at the end of F2.

Table 20: Appeals against non-progression

No. FS responded	Appeals against non-progression	F1			F2		
		Std	AFP	Total	Std	AFP	Total
25	Appeals received	1	1	**2**	6	0	**6**
25	Decisions pending	0	0	**0**	1	0	**1**
25	Unsuccessful appeals	1	1	**2**	2	0	**2**
	Successful appeals	**0**	**0**	**0**	**3**	**0**	**3**

The comparison between 2009 and 2010 is shown in Table 21.

Table 21: Appeals against non-progression (year on year comparison)

Appeals against non-progression (year on year comparison)	F1		F2	
	2009	2010	2009	2010
Appeals received	5	2	2	6
Decisions pending	1	0	0	1
Unsuccessful appeals	3	2	2	2
Successful appeals	**1**	**0**	**0**	**3**

Note: The numbers for 2009 were from 20 foundation schools that reported this data last year.

Foundation doctors in difficulty

This section refers to the doctors being monitored under the foundation schools' doctors in difficulty policies and processes. It does not include those doctors that required additional support that could easily be provided by the foundation school director and/or the foundation training programme director/tutor.

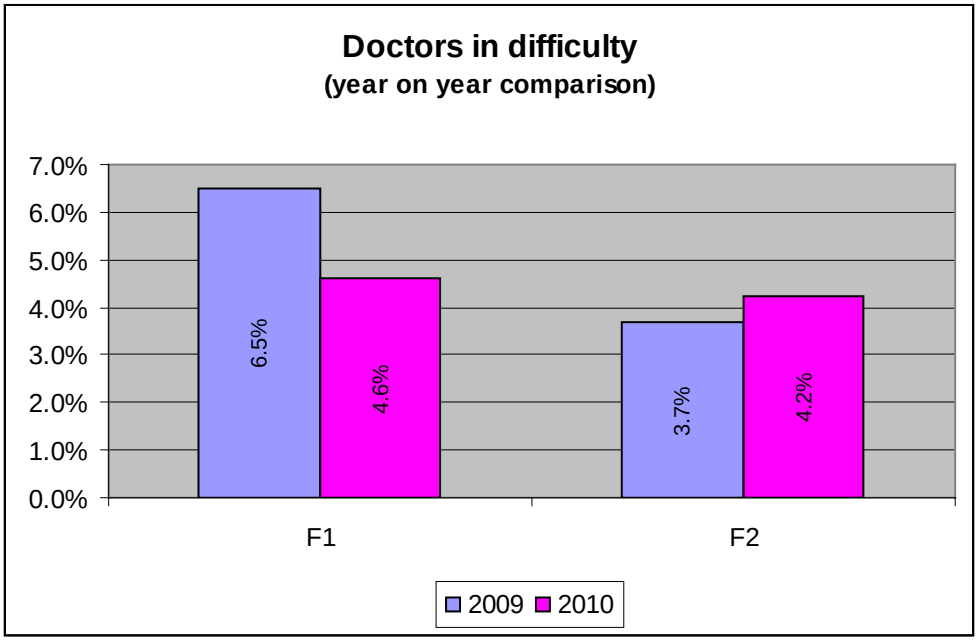
All 25 foundation schools provided details of foundation doctors being monitored under their doctors in difficulty policy. A total of 266 F1s and 311 F2s were monitored, with 6 of the F1s and 9 of the F2s being in Academic Foundation Programmes as shown in Table 22.

Table 22: Doctors in difficulty

No. FS responded	Doctors in difficulty	F1		F2	
		No.	%	No.	%
25	Standard FP	260	97.7%	302	97.1%
25	Academic FP	6	2.3%	9	2.9%
	Total	**266**	**100.0%**	**311**	**100.0%**

In 2009, the number of doctors in difficulty was reported as 404 F1s and 291 F2s from 18 foundation schools that provided the data. To show a year on year comparison, the number of doctors in difficulty has been calculated as a percentage of the total number of doctors in the relevant foundation schools. Figure 14 shows the year on year comparison.

Figure 14: Doctors in difficulty (year on year comparison)



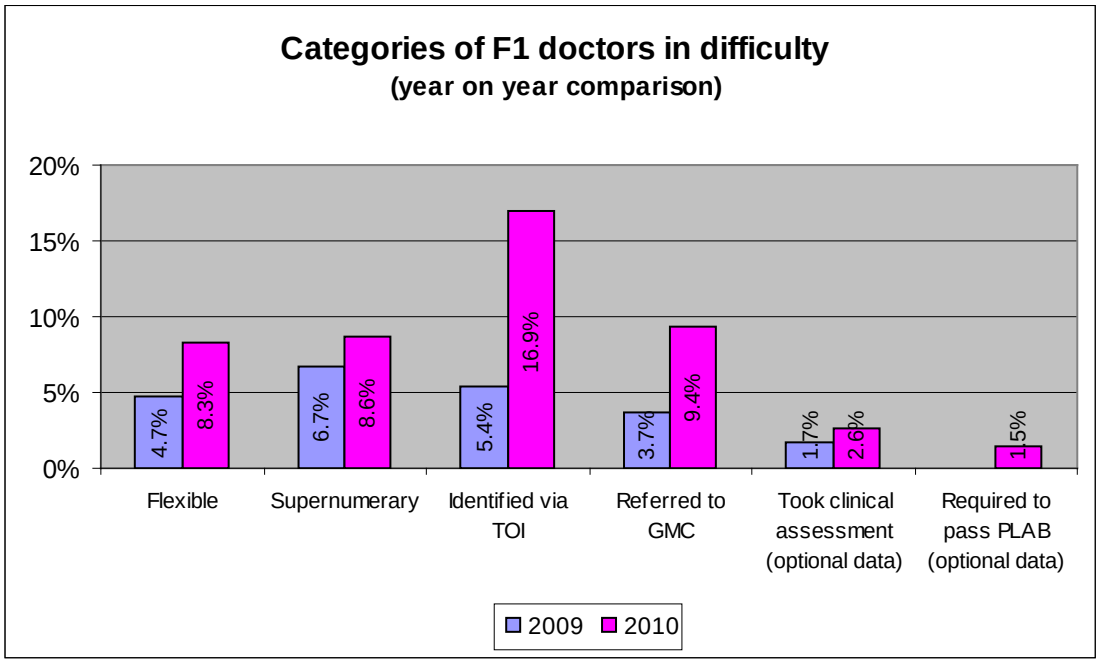
The foundation schools were also asked to provide information about the number of foundation doctors being monitored who were training flexibly (either in job shares or supernumerary) and those who were in other supernumerary programmes. We also asked how many of the foundation doctors being monitored were identified during the transfer of information (TOI) process as having potential difficulties, how many of them were referred to the GMC, how many of them undertook a national clinical assessment and how many were required to pass PLAB as part of the recruitment process. Table 23 shows these results. An individual foundation doctor may be included in more than one category (e.g. one doctor may be training flexibly but also have been required to take a clinical assessment).

Table 23: Categories of foundation doctors in difficulty

No. FS	Category of foundation doctors in difficulty	F1	F2
12	Flexible	22	18
10	Supernumerary	23	19
16	Identified via TOI	45	41
16	Referred to GMC	25	22
4	Took clinical assessment (optional data)	7	20
8	Required to pass PLAB (optional data)	4	18

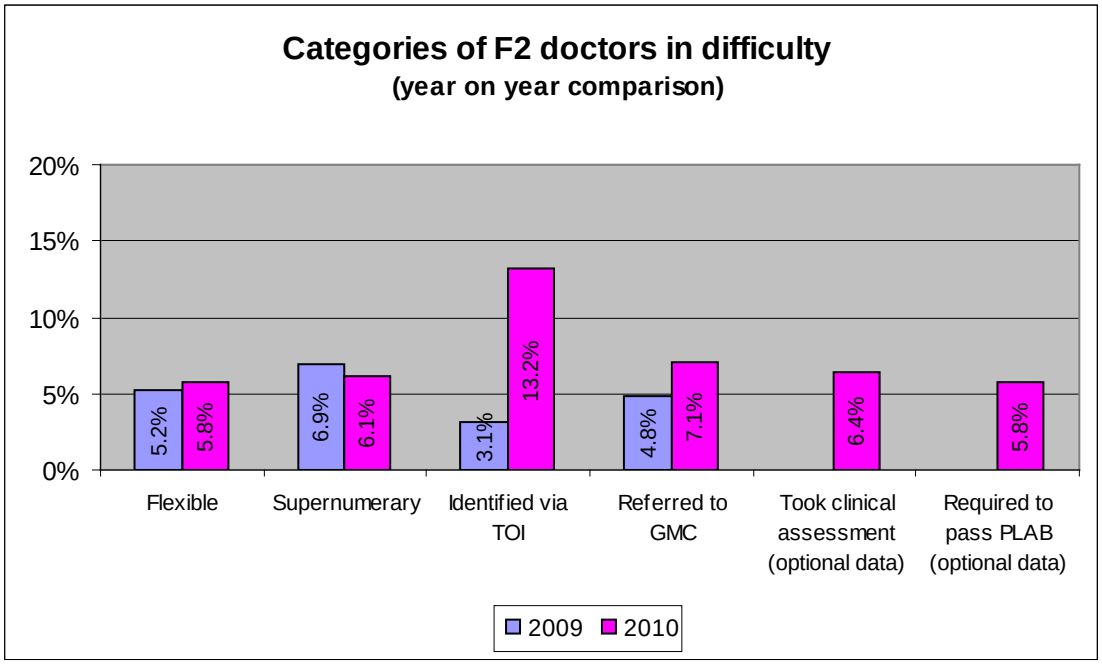
Figure 15 shows these numbers represented as a percentage of the total foundation doctors being monitored for 2009 and 2010. It is encouraging that a much larger percentage of the doctors being monitored were identified as having potential problems on the Transfer of Information form. This is likely to be because the TOI process is now mandatory for all appointees.

Figure 15: F1 doctors in difficulty by category (year on year comparison)



The same information for F2 doctors in difficulty is shown in Figure 16.

Figure 16: F2 doctors in difficulty by category (year on year comparison)



Place of qualification for doctors in difficulty

The majority of foundation doctors being monitored during F1 and F2 graduated from the local medical school (40.3% and 42.2% respectively). Table 24 gives a breakdown of the place of qualification for foundation doctors being monitored.

Table 24: Place of qualification for foundation doctors in difficulty

No. FS responded	Place of qualification for doctors in difficulty	F1	F2
25	Local med school	148	164
25	Other UK med school	71	73
25	EEA med school (excl UK)	10	16
25	Non-EEA med school	23	41
25	Unknown medical school	14	17

These numbers are represented as a percentage of the total number of F1 doctors being monitored in Figure 17. The same information is shown for F2s in Figure 18.

Figure 17: Place of qualification for F1 doctors in difficulty (year on year comparison)

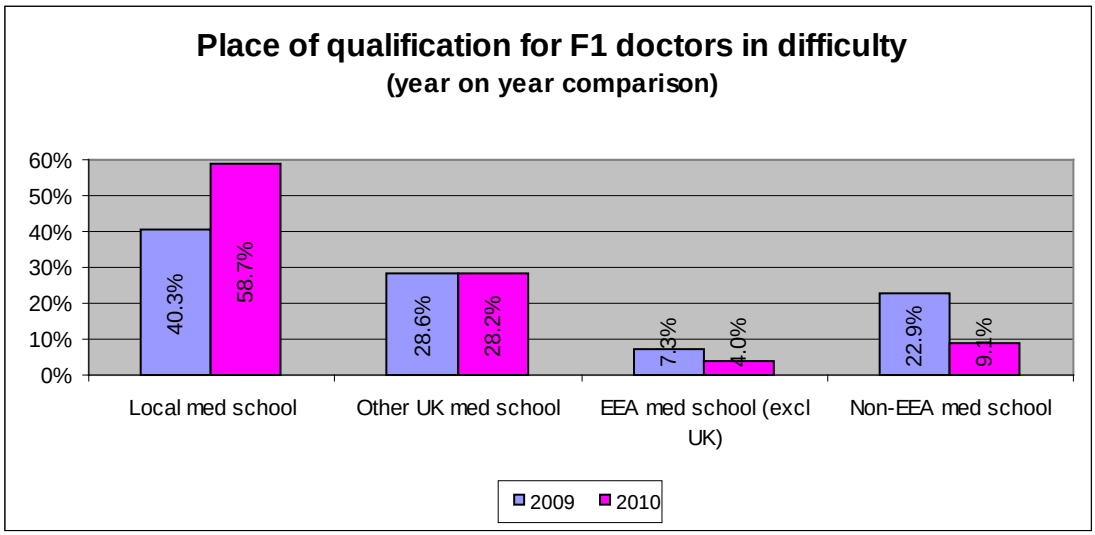


Figure 18: Place of qualification for F2 doctors in difficulty (year on year comparison)

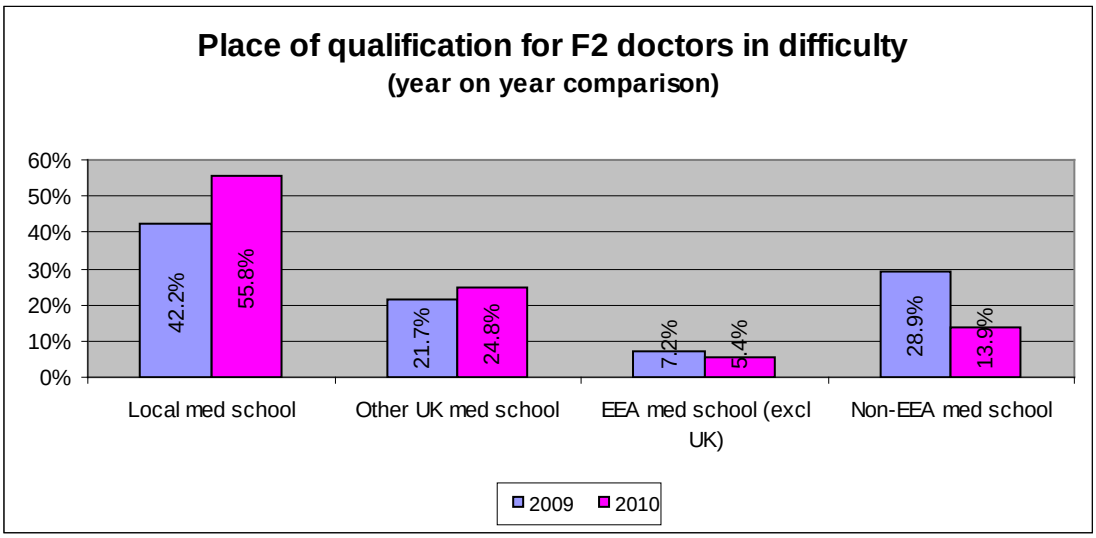


Table 25 presents the number of F1 doctors in difficulty graduating from UK, EEA or non-EEA medical schools as a proportion of the total number of doctors for each category.

Table 25: Place of qualification and percentage being monitored (F1)

	Place of qualification (F1 doctors)	% being monitored
25	UK med school	3.4%
25	EEA med school (excl. UK)	9.9%
25	non-EEA med school	11.4%

Main area of concern for doctors in difficulty

The domains of the GMC's *Good Medical Practice* were used to describe the main area of concern. All 25 foundation schools provided this data as shown in Table 26. The most common main area of concern for both F1 doctors and F2 doctors was their personal health, which is the same domain that was shown as the main area of concern for 2009.

Table 26: Main area of concern for foundation doctors in difficulty

No. FS responded	Main area of concern (GMC domain) for doctors being monitored	F1	F2
25	Good Clinical Care	30	37
25	Maintaining Good Medical Practice	15	42
25	Teaching and Training, Appraising & Assessing	15	29
25	Relationships with Patients	4	5
25	Working with Colleagues	18	16
25	Probity	19	21
25	Health	125	125
25	Other	0	4

Figure 19 shows the year on year comparison for doctors being monitored by domain. The percentage is shown as a proportion of the total number of doctors being monitored. Figure 20 shows the same data for F2s.

Figure 19: Main area of concern for F1 doctors in difficulty (year on year comparison)

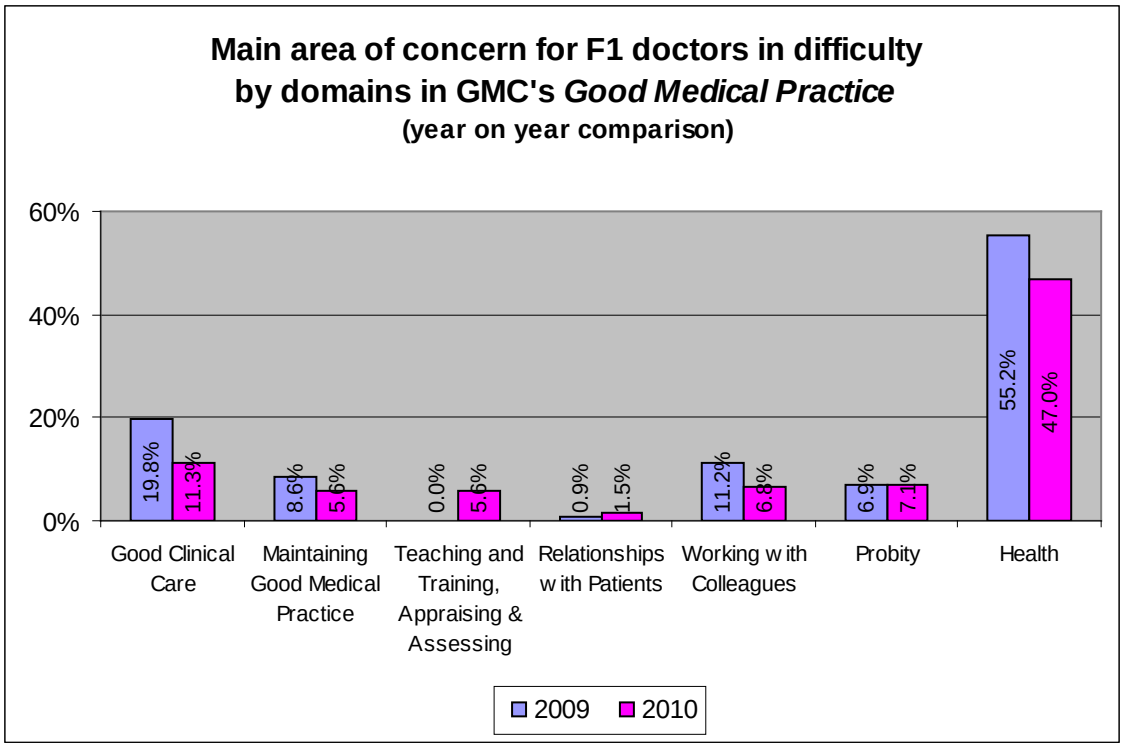
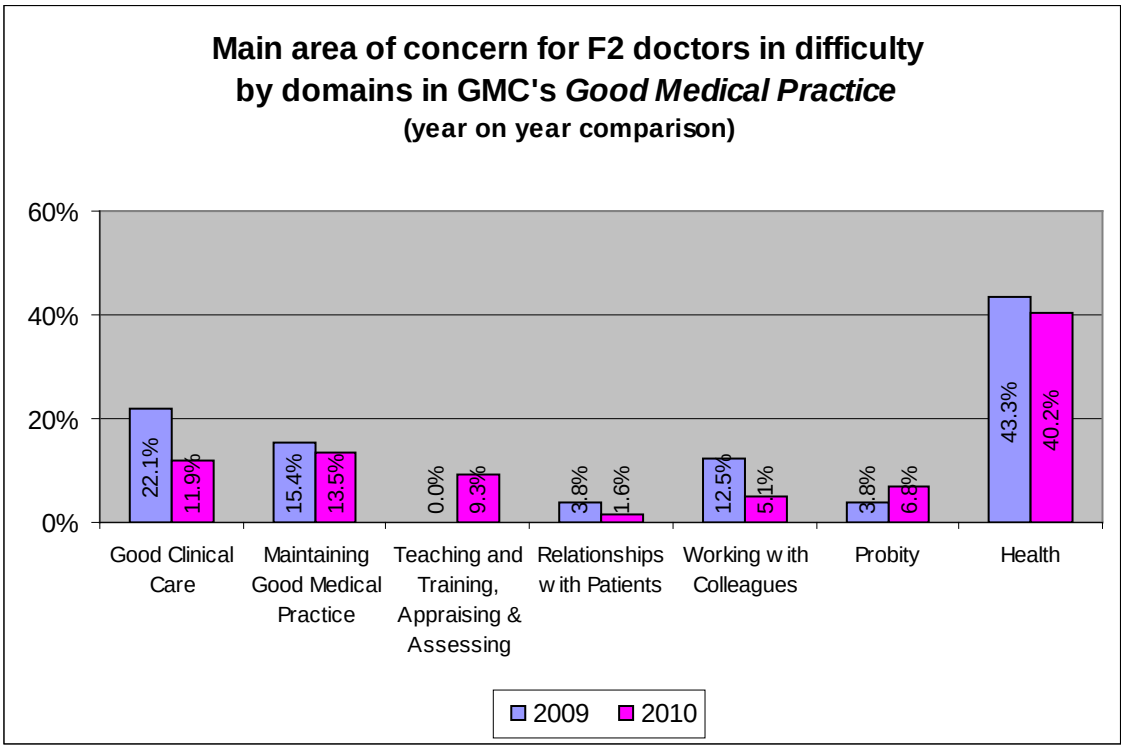


Figure 20: Main area of concern for F2 doctors in difficulty (year on year comparison)



Outcomes for foundation doctors in difficulty

The outcome for doctors in difficulty during their foundation training remains optimistic, with 81.5% of the F1s and 80.7% of the F2s being signed off by the original end date of their foundation year or by an agreed, extended end date. The range of outcomes for doctors being monitored is shown in Table 27.

Table 27: Outcomes for foundation doctors in difficulty

No. FS responded	Outcomes for doctors in difficulty	F1	F2
25	Signed off, original date	111	123
25	Expect sign-off, revised date	106	128
25	Sign-off not expected	22	23
25	Dismissed	5	12
25	Resigned	13	15
25	Other	9	10

The outcomes for F1 doctors being monitored are illustrated in Figure 21 as a percentage of the total number of doctors being monitored during the year for 2009 and 2010. The same information for F2s is shown in Figure 22.

Figure 21: Outcomes for F1 doctors in difficulty (year on year comparison)

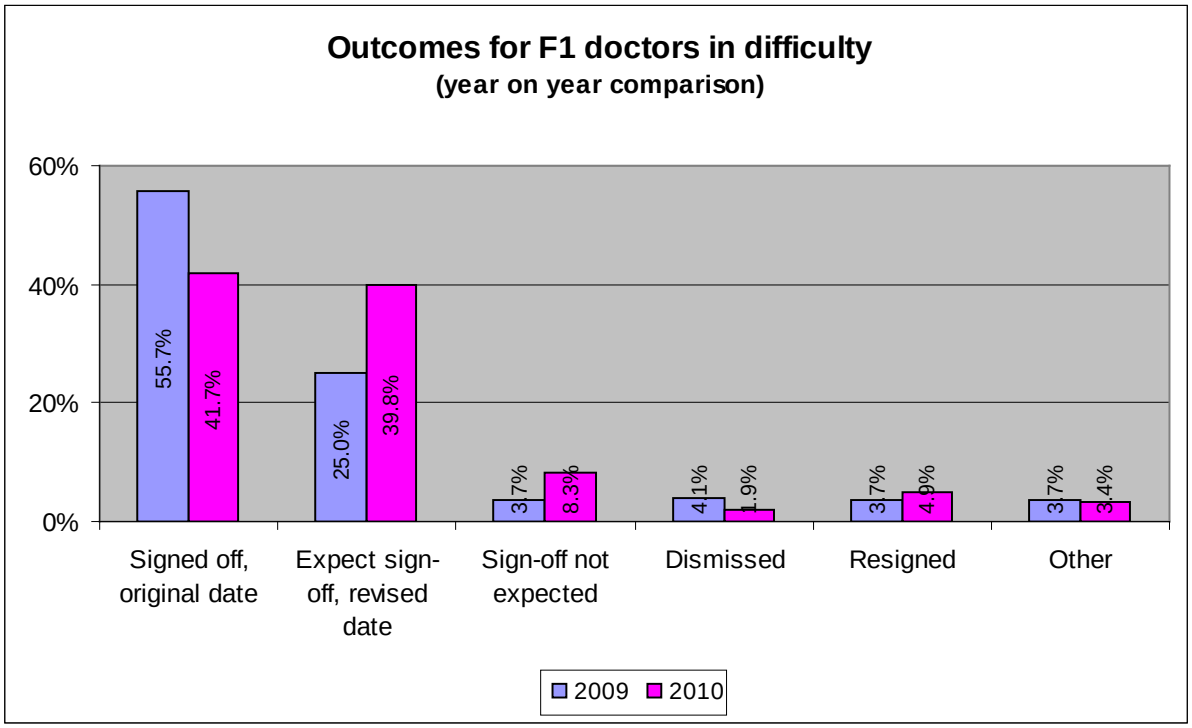
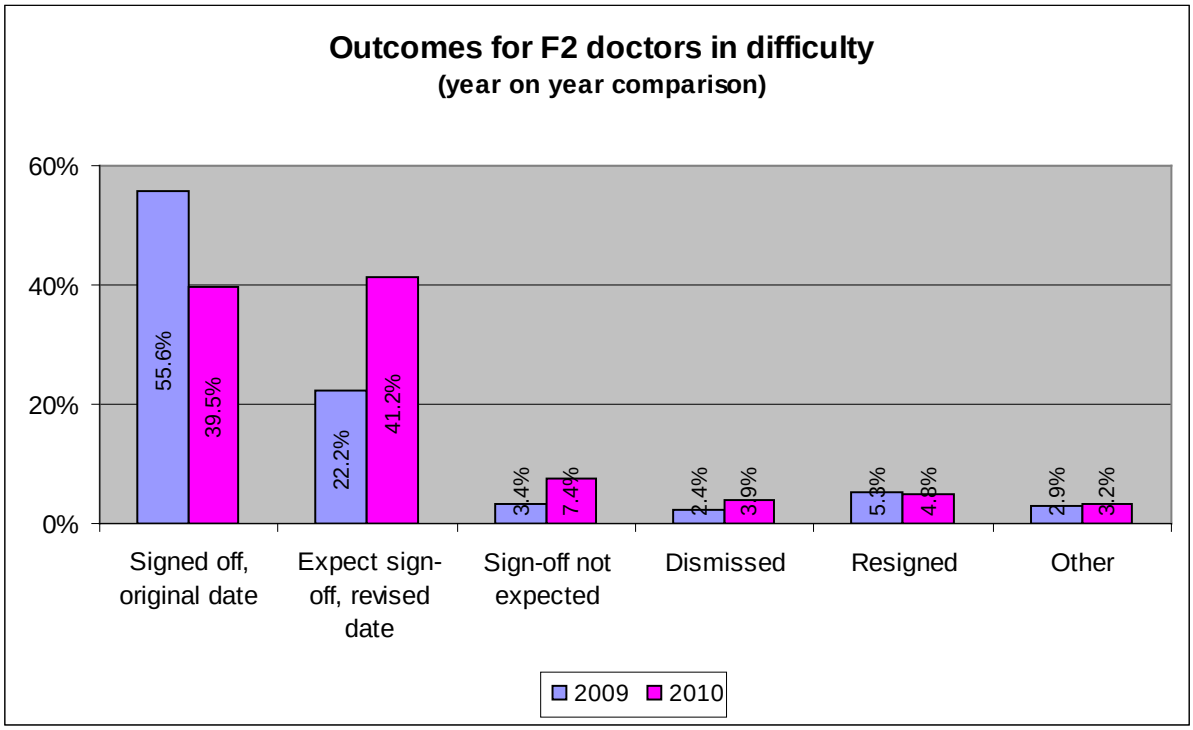


Figure 22: Outcomes for F2 doctors in difficulty (year on year comparison)



GMC referrals

There were 13 F1 doctors and nine F2 doctors referred to the GMC for consideration of their fitness to practise across the 25 foundation schools. Table 28 shows the reasons for the GMC referrals.

Table 28: Fitness to practise referrals to the GMC

No. FS responded	Reason for GMC referrals	F1	F2
25	Performance	4	3
25	Misconduct	6	4
25	Health	3	2
	Total	**13**	**9**

F1 referrals account for 0.2% of all F1 doctors and F2 referrals account for 0.1% of all F2 doctors in foundation training ending August 2010. The comparison with 2009 is shown in Table 29.

Table 29: Doctors referred to the GMC (year on year comparison)

Foundation year	Referred to GMC	
	2009	2010
F1	0.1%	0.2%
F2	0.2%	0.1%

Section 4 – RECRUITMENT

This section relates to the foundation year commencing in August 2010 and ending in August 2011.

National and local recruitment of F1 doctors

Foundation schools and Units of Application

For the purposes of the academic and national recruitment rounds, some foundation schools combined to form a single Unit of Application (UoA). During the national recruitment round for the Foundation Programme commencing in August 2010 (FP 2010), there were 25 foundation schools but 21 UoAs. For the academic recruitment round for FP 2010 there were 17 UoAs. The information in this report is shown at foundation school level and not UoA.

Recruitment to FP 2010 academic places was managed locally, but ran to a nationally coordinated timetable with a single date for issuing offers to applicants, and a national deadline for these initial offers to be accepted or rejected. Any unfilled places were then offered to reserve list applicants at each foundation school. The academic recruitment round was completed before the application period for the national recruitment round opened. Twenty-one schools reported they filled 415 AFP places. Any unfilled AFP places were incorporated into the national round.

Prior to the national recruitment round opening, the UKFPO's Eligibility Office assessed the eligibility of 565 non-UK applicants. Of those, 167 were fully eligible to apply for FP 2010 and 93 were eligible but did not have the right to work in the UK.

As part of the academic and national recruitment rounds, any graduate from a non-UK medical school and any applicant who qualified more than two years prior to the start of the Foundation Programme they are applying for, must undertake a clinical skills assessment. Of the 84 applicants who undertook clinical skills assessments, 63 passed and 21 failed including 2 UK graduates.

Applicants in the national recruitment round may request pre-allocation to a particular foundation school if they meet one or more of the specified criteria (known as special circumstances). For FP 2010 there were a total of 286 requests for pre-allocation. Of these 261 were approved, 22 were declined and the outcome is unknown for 3. The categories for the 286 pre-allocation requests were: parent or guardian of a child under 18 – 58%, primary carer for someone who is disabled – 10%, applicant has a health condition which requires local follow-up – 23%, applicant requires local educational support – 7%, unknown or unrecognised criteria – 2%.

There were 7,145 vacancies advertised on the on-line system for the national recruitment round for FP 2010. 7,057 fully eligible applicants were allocated initially and the remaining 88 places were filled with a second allocation of applicants who were eligible but did not have the right to work in the UK. Each year some doctors who are allocated through the national process are withdrawn subsequently and are not appointed. 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.

In addition to the vacancies filled through the academic and national recruitment rounds, 61 doctors were appointed to Defence Deanery foundation programmes.

At the end of the FP 2010 academic and national recruitment rounds, all UoAs had been allocated sufficient applicants to fill all F1 places in their foundation school(s).

The majority of F1 doctors are appointed through the academic recruitment round or after having been allocated to a foundation school through the national recruitment round. Any vacancies arising due to applicants being withdrawn subsequently are filled via local recruitment.

Table 30 shows the number of F1 doctors appointed following national allocation, via the academic recruitment round and via local recruitment for the Foundation Programme commencing in August 2010.

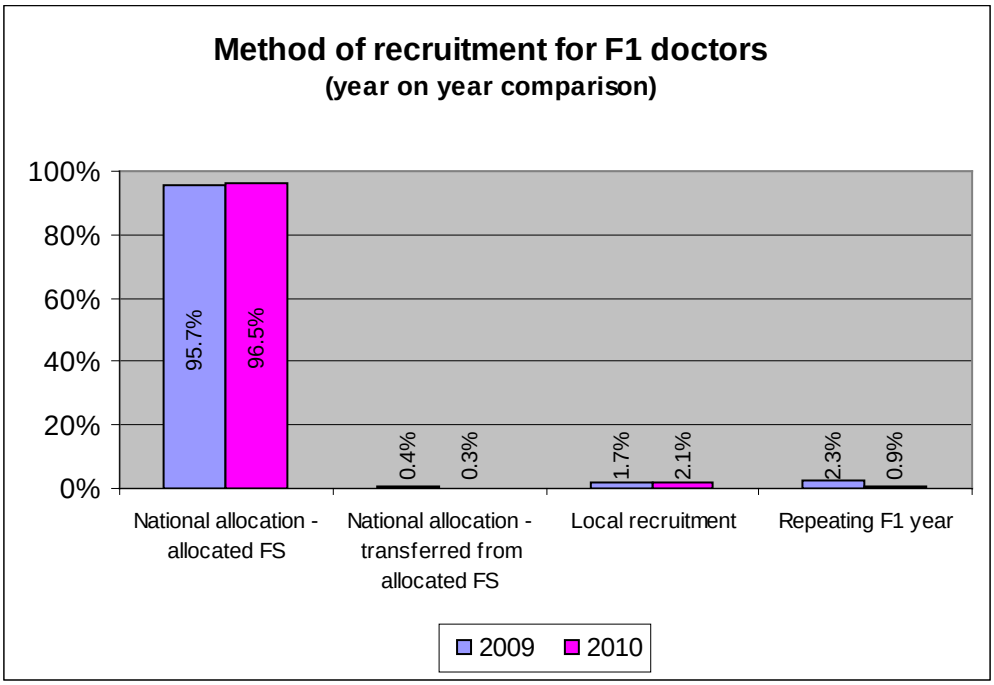
Table 30: Recruitment of F1 doctors

No. FS responded	Recruitment method	Total
25	National allocation - allocated FS	6,779
25	National allocation - transferred from allocated FS	18
25	Academic recruitment – two year AFP	394
25	Academic recruitment – one year academic post	21
25	Local recruitment – one year post	147
25	Repeating F1 year	64
25	Other*	15
	Total F1 doctors	**7,438**

* includes deferred start and supernumerary trainees

Figure 23 shows a year on year comparison of the recruitment of F1 doctors. The number of doctors recruited to AFPs and those included in the 'other' category are excluded as this data was not collected in 2009.

Figure 23: Method of recruitment for F1 doctors (year on year comparison)



Local recruitment of F2 doctors

There is no national process associated with F2 recruitment and so any F2 vacancies are filled via local recruitment processes at each foundation school. Twenty foundation schools provided details of how their F2 doctors were appointed.

Table 31 shows that 5,982 (92.2%) foundation doctors started the second year of a two year programme immediately after completing the first year in the same foundation school, with just 21 (0.3%) 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 346 (5.1%) F2 doctors. A total of 68 (1.0%) F2 places were filled by doctors needing to repeat all or part of their F2 year.

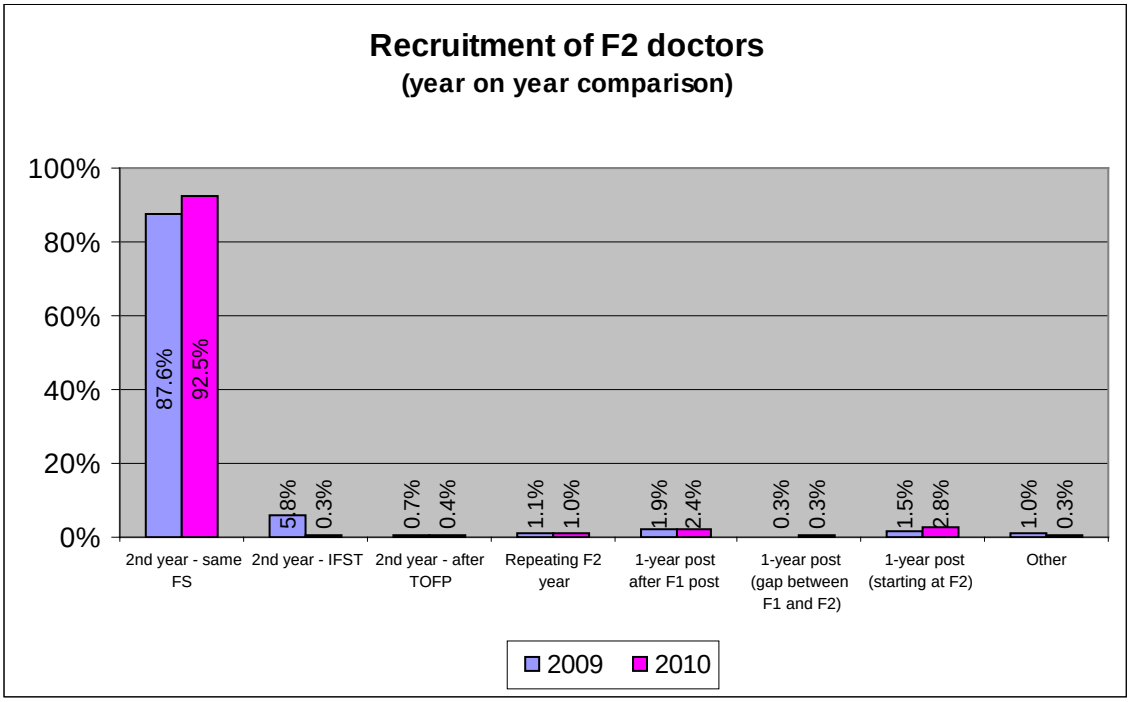
Where foundation schools recruited locally to fill F2 vacancies, 160 (2.3%) doctors were recruited having just completed a one year F1 post in the UK; 20 (0.3%) had had a gap between completing an F1 post and starting the F2 post; and 189 (2.8%) entered the Foundation Programme at F2 level.

Table 31: Recruitment of F2 doctors

No. FS responded	Recruitment of F2 doctors	Total
20	Starting year 2 of two year programme - same FS	5,982
20	Starting year 2 of two year programme - IFST	21
20	Starting year 2 - returning from approved TOFP	29
20	Starting year 2 of two year AFP	324
20	Repeating F2 year	64
20	Local recruitment - one year post (completed F1 post)	154
20	Local recruitment - one year post (gap between F1 and F2)	18
20	Local recruitment - one year post (starting at F2 level)	180
20	Other	20
	Total F2 doctors	**6,792**

Figure 24 shows the percentage of F2 doctors recruited by the different methods for 2009 and 2010.

Figure 24: Recruitment of F2 doctors (year on year comparison)



Place of qualification

The majority of doctors starting their Foundation Programme each year are recruited after being allocated through the national recruitment round. Medical students from around the world are able to apply to the Foundation Programme each year, provided they meet all eligibility criteria. Figure 25 shows the place of qualification for F1 doctors allocated through the national recruitment round and who went on to start their Foundation Programme in August 2010. Data were provided by all 25 foundation schools. These data exclude doctors recruited via the academic recruitment round or through local recruitment processes.

The data show that the majority (54.7%) of F1 doctors qualified at the UK medical school local[4] to their allocated foundation school. A further 42.4% of F1 doctors qualified at a UK medical school other than the local one. The remaining 2.9% of F1 doctors qualified outside the UK.

[4] The footprint of a medical school may differ to that of a foundation school. For the purposes of this report, the medical school designated as the 'local' medical school is the one with the largest footprint that matches that of the foundation school.

The figures do not necessarily match the percentage split for place of qualification for the total number of applicants allocated to foundation schools during the FP 2010 recruitment round. This is because some allocated applicants will not have started their Foundation Programme due to a variety of reasons as mentioned previously.

Figure 25: Place of qualification for F1 doctors recruited following national allocation

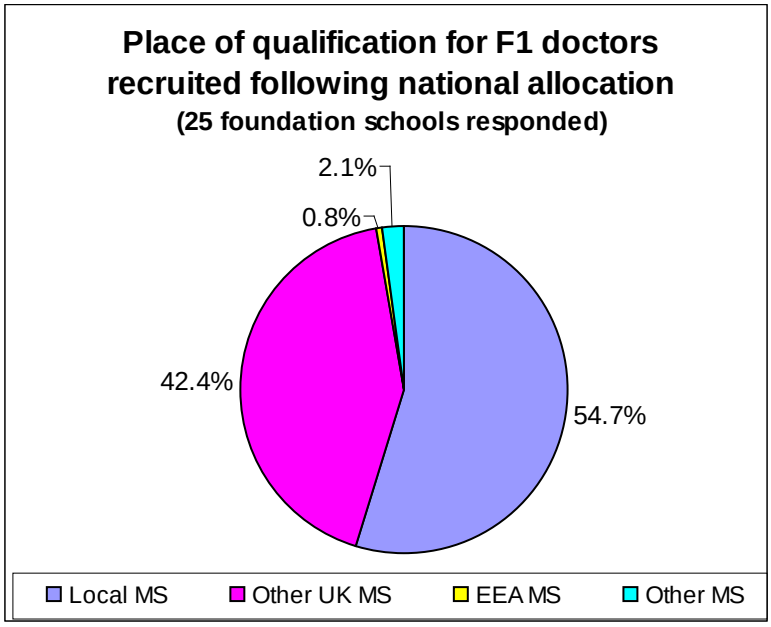
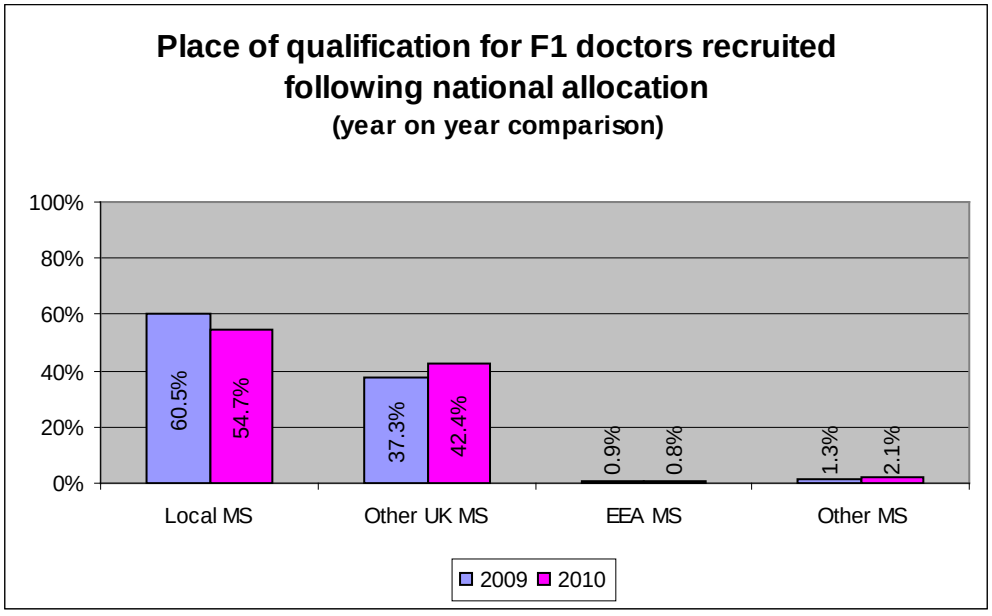


Figure 26 shows a year on year comparison for the percentage of appointees who qualified from each category of medical school. The number of appointees who qualified from a UK medical school other than the one most closely associated with their foundation school has increased. This may suggest that more medical graduates are moving to a different location in the UK to undertake their foundation training. It is likely that they are doing this by choice since over 90% of applicants were allocated to their first choice foundation school during the FP 2010 national round.

Figure 26: Place of qualification for F1 doctors (year on year comparison)



Appendix 1 - Academic Foundation Programmes

For purposes of this report, "Academic Foundation Programme" (AFP) includes those associated with research, medical education, management and leadership, pharmaceutical and e-learning placements.

Number of AFP places

Nineteen foundation schools reported AFP places at F1 and 22 schools reported AFP places at F2 level. Across these schools a total of 366 F1 places and 361 F2 places (two year programmes plus one year posts) were available, with a total of 358 F1 and 350 F2 places being filled. As with last year, the majority (74.9%) of AFPs were in research.

Tables 32 and 33 show the number of AFP places available and filled, split by the type of programme, with the number of foundation schools offering each category for F1 and F2 respectively.

Table 32: AFP places available and filled by category (F1)

	Category of AFP (F1)	F1 part of 2 year programme		F1 stand-alone post		F1 Total	
		Avail	Filled	Avail	Filled	Avail	Filled
18	Research	253	246	26	26	**279**	**272**
5	Medical education	32	31	0	0	**32**	**31**
1	Management / leadership	13	13	0	0	**13**	**13**
2	Other programmes	42	42	0	0	**42**	**42**
	Totals	340	332	26	26	**366**	**358**

Table 33: AFP places available and filled by category (F2)

	Category of AFP (F2)	F2 part of 2 year programme		F2 stand-alone post		F2 Total	
		Avail	Filled	Avail	Filled	Avail	Filled
21	Research	269	260	6	5	**275**	**265**
7	Medical education	36	35	4	4	**40**	**39**
1	Management / leadership	10	10	0	0	**10**	**10**
3	Other programmes	33	33	3	3	**36**	**36**
	Totals	348	338	13	12	**361**	**350**

Note: The totals in these tables do not equal the totals for AFPs in Table 4 because the data from one foundation schools have been included here but were excluded from Table 4 due to inconsistencies.

Figure 27 shows the total number of AFP places available across both foundation years and the percentage of places filled for each category.

Figure 27: AFP places available and % filled (F1 and F2)

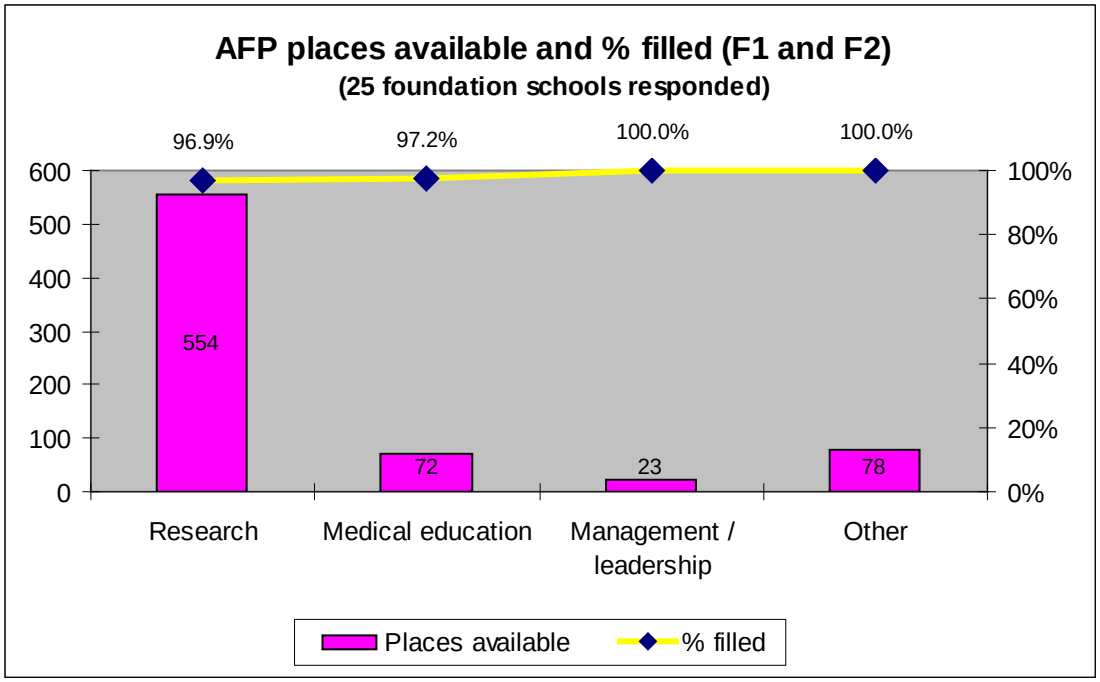


Figure 28 shows the number of each category of AFP as a percentage of the total number of AFP places offered across both foundation years. Figure 29 gives the year on year comparison.

Figure 28: Categories of AFP

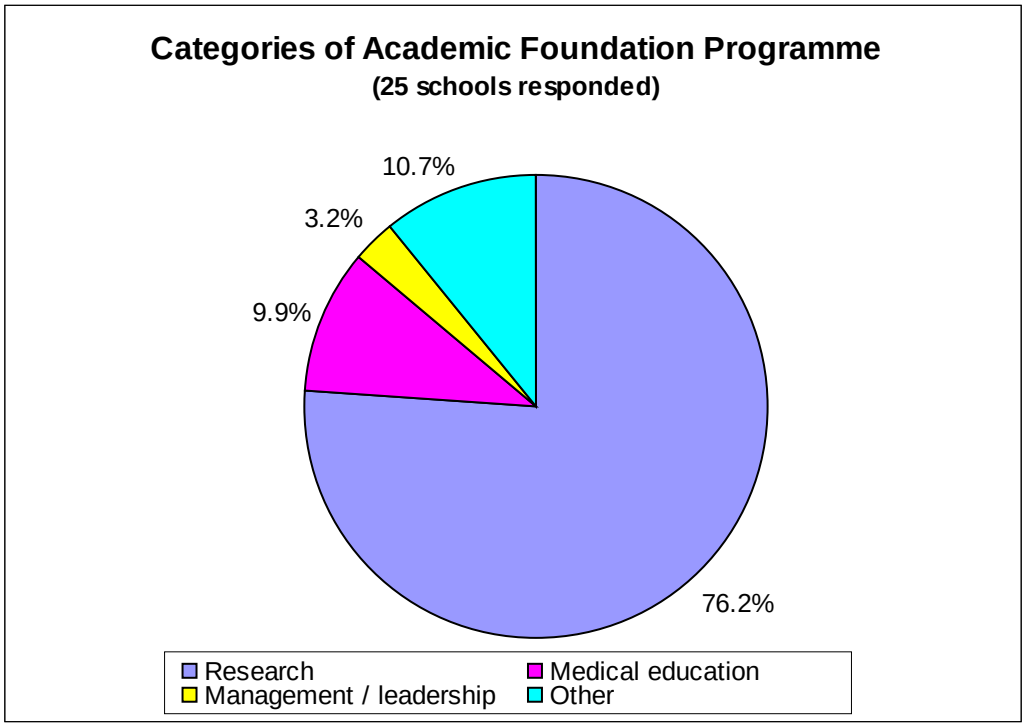
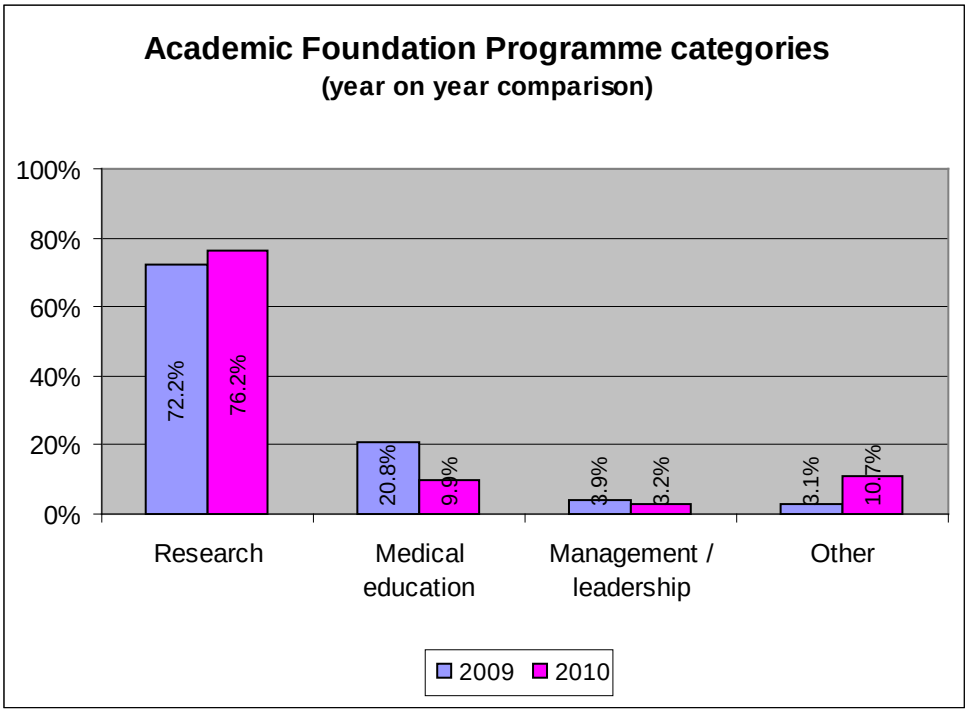


Figure 29: AFP categories (year on year comparison)



The increase in the percentage of AFPs in the 'Other' category in 2010 is due to the fact that all AFPs in one foundation school were included in this category. This may also account for the decrease in medical education AFPs in 2010.

Unfilled AFP places

A total of 8 F1 and 11 F2 places remained unfilled in AFPs ending in August 2010. The reasons for these gaps are shown in Table 34. Some additional AFP vacancies were filled as standard Foundation Programme places and have not been included in these numbers.

Table 34: Reasons for unfilled AFP places

No. FS	Reasons for unfilled AFP places in August 2009	AFP year	
		F1	F2
7	Not filling places during national or local recruitment	7	11
1	Appointee didn't turn up to start work in August	1	0
	Total	**8**	**11**

The unfilled places accounted for 2.2% of all F1 AFP places and 3.0% of F2 AFP places. This compares to 7.7% and 9.3% respectively in 2009.

Academic Foundation Programme outcomes

Eighteen of the 19 foundation schools with AFPs at F1 level provided information regarding the outcome for F1 doctors in AFPs. From the 18 schools, a total of 346 (98.9%) F1s in AFPs successfully completed their F1 year, with 4 (1.1%) doctors not being signed off. Of those that were signed off, 344 (99.4%) were continuing with the AFP. Table 35 shows the outcomes for those successfully completing their AFP F1 year.

Table 35: Outcomes for AFP F1 doctors

No. FS responded	Outcomes for AFP F1 doctors	No.	%
24	F2 in the same foundation school	327	*94.5%*
24	F2 in a different foundation school - IFST	0	*0.0%*
24	Stand-alone F2 in a different foundation school	3	*0.9%*
24	F2 outside the UK (prospectively approved)	0	*0.0%*
24	Statutory leave but intend to return	0	*0.0%*
24	Approved TOFP but intend to return	1	*0.3%*
24	Unknown outcome continuing with FP	13	*3.8%*
	Sub-total for signed off, continuing with FP	**344**	**99.4%**
24	Returning to 'home' country	0	*0.0%*
24	Medical training outside the UK	2	*0.6%*
24	Career break	0	*0.0%*
24	Ill health	0	*0.0%*
24	Permanently left medicine	0	*0.0%*
24	Signed off, unknown outcome leaving FP	0	*0.0%*
	Total signed off	**346**	**100.0%**

Twenty of the 22 foundation schools with AFPs at F2 level provided information regarding the career destinations and outcomes for foundation doctors completing their AFP F2 year in August 2010. The 22 schools reported that a total of 331 (99.1%) AFP F2 doctors were signed off at the end of their F2 year, with 3 (0.9%) doctors not being signed off. Of the known career destinations 92.7% of doctors successfully completing an AFP were appointed to specialty training in the UK. This compares with 82.6% of doctors completing standard foundation training. When considering appointments to an academic specialty training programme, 20.9% of those from AFPs secured places with just 0.5% of those from standard FPs. Table 36 shows the career destinations reported.

Table 36: Career destinations for AFP F2 doctors

No. FS	Career destinations for AFP F2 doctors	No.	%
17	ST in UK - run-through training programme	65	27.8%
17	STin UK - core training programme	97	41.5%
17	ST in UK - academic programme	49	20.9%
17	ST in UK - FTSTA	3	1.3%
17	ST in UK - deferred start for higher degree	3	1.3%
17	ST in UK - deferred start for statutory reasons	0	0.0%
	Sub-total for ST in UK	***217***	***92.7%***
17	LAT in UK	0	0.0%
17	ST - outside UK	4	1.7%
17	Service appointment - in UK	1	0.4%
17	Service appointment - outside UK	3	1.3%
17	Still seeking employment in the UK	3	1.3%
17	Career break	6	2.6%
17	Permanently left profession	0	0.0%
	Total signed off, known outcomes	**234**	**100.0%**

Academic foundation doctors not signed off

From the foundation schools who responded to the question regarding the number of doctors who were not signed off at the end of their academic foundation year in 2010, 4 doctors were not signed off at the end of AFP F1 and 3 were not signed off at the end of AFP F2.

Table 37 shows the reasons for doctors (F1 & F2) not being signed off at the end of their AFP year.

Table 37: Reasons for AFP doctors not being signed off

No. FS responded	Reasons for not being signed off - AFP	F1	F2
23	>4 weeks absence	2	1
23	Remedial training agreed	0	1
23	Dismissed	0	0
23	Resigned	1	1
23	Other/unknown reason	1	0
	Total	**4**	**3**

Academic recruitment FP 2010

During the academic recruitment round for FP 2010, doctors were appointed to either a two year AFP or a one year stand-alone academic training post at F1 level.

Table 38 shows the number of F1 doctors appointed to two year programmes and one year posts in the 21 foundation schools which reported they had appointed AFP F1 doctors commencing in August 2010.

Table 38: Recruitment of AFP F1 doctors

No. FS responded	F1 doctors appointed to	Total
21	Two year AFP	394
21	One year academic post at F1 level	21
	Total F1 doctors	**415**

Eighteen foundation schools reported that they had 'recruited' a total of 346 F2 doctors who were starting the second year of a two year AFP in August 2010. Four schools reported no AFP F2 doctors in the recruitment section of the report but included AFP places at F2 level in other sections.

ACKNOWLEDGEMENT

The UKFPO would like thank all foundation schools for contributing to the FP Annual Report. Particular thanks go to the two London foundation schools that were able to provide all required data and whose data was consistent across all sections of the report.

Returns by foundation school

Table 39 shows which returns were complete and which were incomplete or included inconsistent data for the required data items in each section of the report. The optional data items were not used to assess the completeness and accuracy of returns.

Table 39: Returns by foundation school

Foundation school	S1 School data	S2 Programmes	S3 Outcomes	S4 DiD	S5 Tasters	S6 Recruitment
Birmingham	Y	Y	P	Y	Y	Y
Black Country	Y	P	P	P	Y	Y
Coventry & Warwick	Y	P	P	P	Y	Y
East Anglia	Y	Y	P	P	Y	Y
Hereford & Worcester	Y	P	P	Y	Y	Y
LNR	Y	P	P	Y	Y	Y
Mersey	Y	P	P	Y	Y	Y
North Central Thames	Y	P	P	Y	Y	Y
North East Thames	Y	Y	Y	Y	Y	Y
Northern Ireland	Y	P	P	Y	Y	Y
North West Thames	Y	P	P	Y	Y	Y
North Western	Y	P	P	Y	Y	Y
Northern	Y	P	P	Y	Y	Y
NYEC	Y	P	P	P	N	Y
Oxford	Y	Y	P	P	N	Y
Peninsula	Y	Y	P	Y	Y	Y
South Thames	Y	Y	Y	Y	Y	Y
South Yorkshire	Y	P	P	Y	Y	Y
Scotland	Y	P	P	P	Y	Y
Severn	Y	Y	P	P	Y	Y
Staffordshire	Y	P	P	Y	Y	Y
Trent	Y	Y	Y	Y	Y	Y
West Yorkshire	Y	Y	P	P	N	Y
Wales	Y	Y	P	P	Y	Y
Wessex	Y	P	P	Y	Y	Y

Key:
Y = complete and consistent data provided
P = partially complete or inconsistent data provided
N = no data provided