



# UKFP 2024 PIA Webinar

# Introductions

- Dr Mike Masding, Co-chair UKFPO
- Dr Tom Yapp, UKFPO Special Advisor for Recruitment

# PIA – Brief background

2004

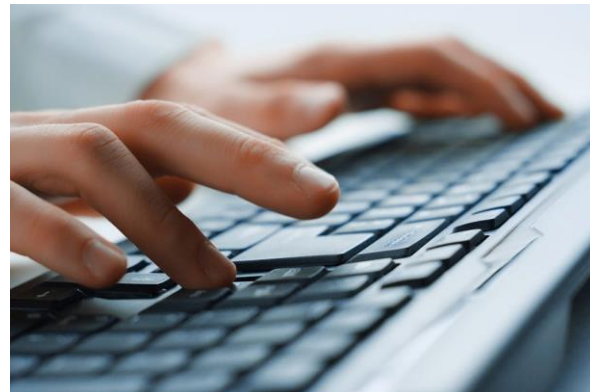
- All F1 posts in places linked to the medical school



# PIA – Brief background

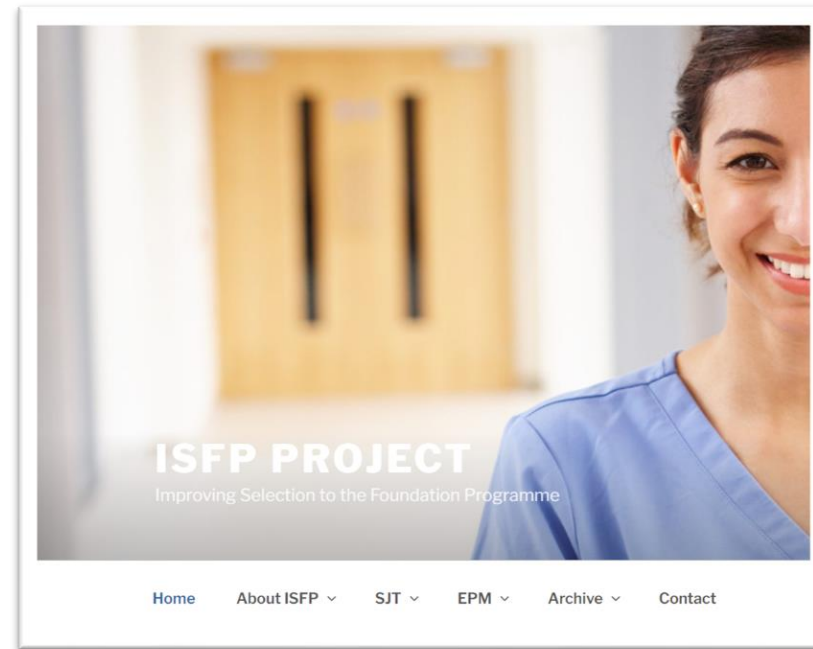
## 2006-7

- First national application process
- Academic ranking supplied by medical school (40%)
- White space answers (60%)



# PIA – Brief background

2008-9



# PIA – Brief background

**2011**

**EDUCATIONAL  
PERFORMANCE  
MEASURE**

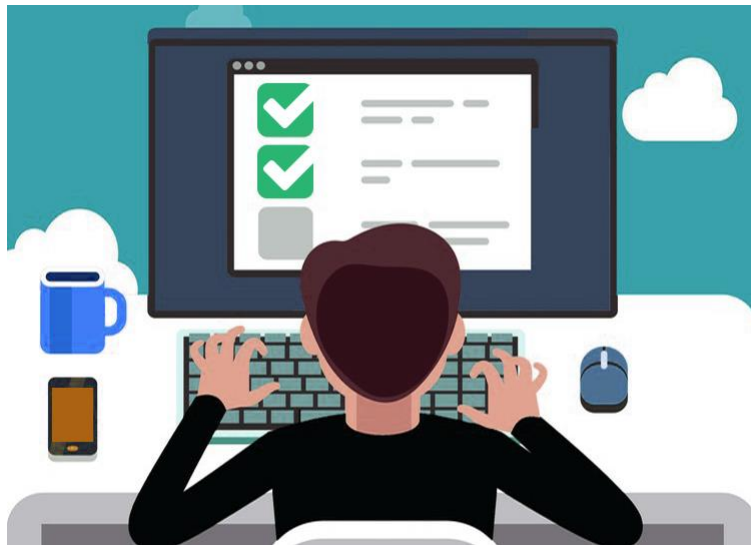


**SITUATIONAL  
JUDGEMENT  
TEST**



# PIA – Brief background

2020



# Competition Ratios

Unit of Application (UoA)	2021	2022	2023
East Anglia	0.48	0.54	0.40
EBH	0.57	0.60	0.57
KSS			0.50
London			2.41
North West of England	1.03	1.17	1.23
Northern	0.89	0.79	0.95
Peninsula	0.95	0.82	0.64
Severn	1.19	1.31	1.36
Thames Valley Oxford	1.44	1.41	1.25
LNR	0.55	0.56	0.65
Trent	0.65	0.54	0.53

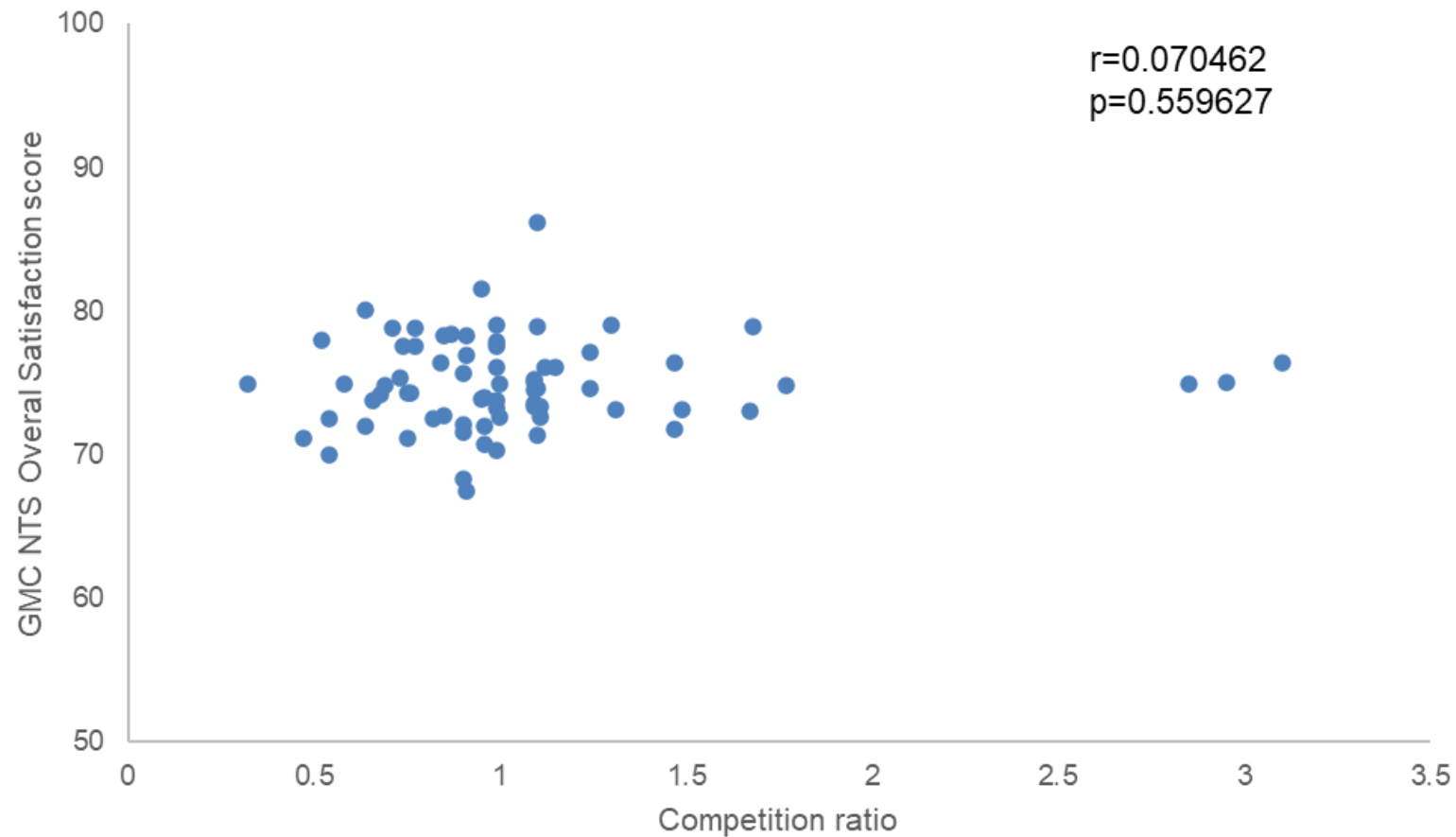
Unit of Application (UoA)	2021	2022	2023
Wessex	0.74	0.72	0.68
West Midlands Central	1.48	1.30	1.37
West Midlands North	0.41	0.40	0.36
West Midlands South	0.57	0.50	0.51
Yorkshire and Humber	0.78	0.83	0.80
Northern Ireland	0.78	0.85	0.94
Scotland	0.99	0.90	0.95
Wales	0.60	0.52	0.60

North London*	2.51	2.60	
South Thames*	0.92	1.02	

\*North London and South Thames were reconfigured in 2023, and the competition ratios for these schools are not directly comparable to the London and KSS Foundation Schools which replaced them.



# Correlation between Competition ratio & satisfaction with F1 training



# PIA – Brief background

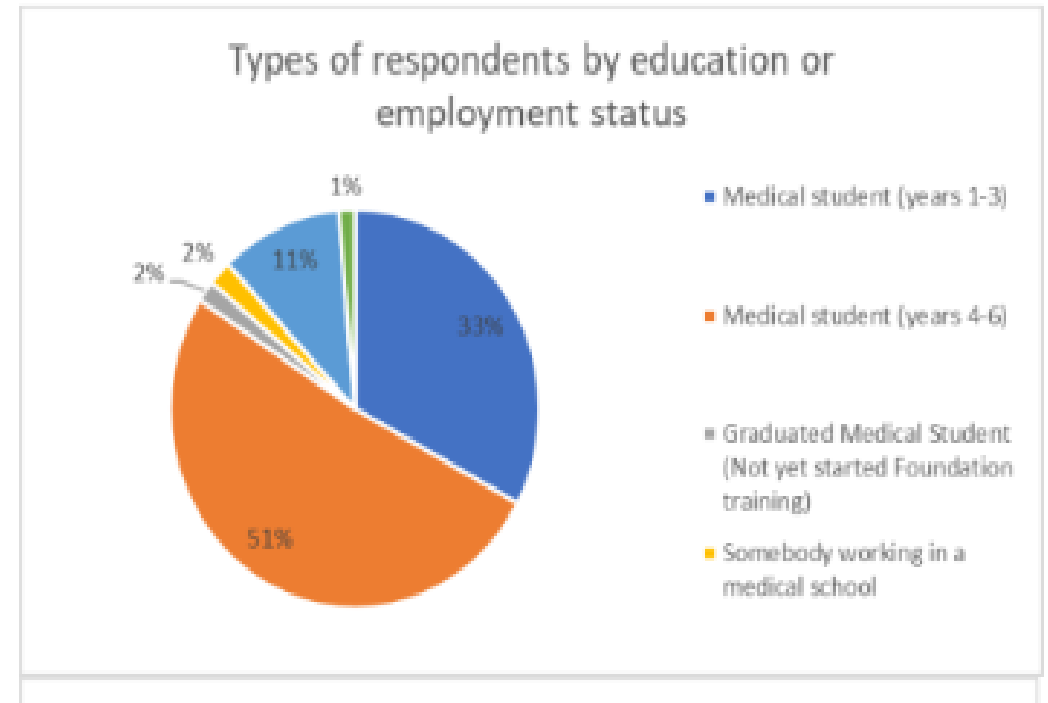
- The UK Statutory Education Bodies (SEBs) which manage postgraduate medical education across the 4 nations are keen to ensure allocation in the Foundation Programme is as fair as possible.
- Concerns raised by medical schools and students about the method of allocation, due to the stress and the competitive elements introduced by the EPM / SJT and differing methodology of calculating deciles.
- SEBs expressed concerns about unequal Foundation School fill rates which were partially due to the allocation model.

# Stakeholder Engagement

- The 4-nation SEBs launched a Stakeholder Engagement exercise at the start of 2023
- They wrote to stakeholders and launched a survey seeking views on the following options:
  - Allocation continues to use the SJT and EPM to rank applicants
  - Allocation model changes to Preference Informed Allocation (PIA)

# Stakeholder Engagement outcome

- 14,639 responses
- 84% of respondents were medical students
- 66% were in favour of moving to the PIA allocation model
- With the significant levels of support for the PIA model, the 4 nation Statutory Education Bodies that the allocation model should move to PIA.
- These changes are to be implemented for the Foundation Programme 2024
- Further info can be found at: <https://foundationprogramme.nhs.uk/foundation-programme-allocation-process-stakeholder-engagement-outcome/>



## How will PIA work

- A full guide on the PIA process can be found on the UKFPO website: [UKFP 2024 Applicant Guide to Allocation - Preference Informed Allocation .pdf](#)
- PIA's algorithm tries to give as many applicants as possible their first preference Foundation School
- Applicants will be given computer-generated rank for FP at the point of allocation to Foundation School (March)
- A computer-generated rank will also be used for FPP, but this will be different to the rank given at FP
- Oriel will use an algorithm that will work through the list of applicants in rank order. This will happen in two passes through the system.

# Pass 1: First choice Foundation School allocation only

- The algorithm will work through the applicant list in computer-generated rank order.
- If places available in applicant's first choice Foundation School, they will be allocated a place in that Foundation School.
- If no places available in their first choice, that individual applicant will be skipped and the algorithm will continue working through the full list of applicants.
- It will give as many as possible their first preference until it reaches the end of the list.

## Pass 2 – Allocating unplaced applicants

- The algorithm will again work through the applicant list in computer-generated rank order.
- Any unplaced applicants will be allocated a place in their highest preference Foundation School which still has available places.
- It will do this until it reaches the end of the applicant list

# Linking and PIA

- Applicants can apply to link to another applicant (full guidance on UKFPO website)
- The rank from the lower ranking applicant will be used to place both applicants
- Pass one: when the algorithm gets to the lower ranked applicant, if it is possible to place both applicants in their first-choice Foundation School then both applicants will be placed.
- If not possible (all places taken by higher ranked applicants) then both applicants are skipped.
- Second pass: when algorithm gets to lower ranked applicant, it will attempt to allocate pair to a place in their highest preference Foundation School that has two places available.
- If no schools have two places available, link is broken.
- Whole allocation process will begin again for all applicants, both applications processed as unlinked applications.





**Your questions answered...**