

UKFP 2022 Management of Oversubscription

Guidance for Applicants

Introduction

This guidance is to support applicants to the UK Foundation Programme (UKFP) 2022 following confirmation that the UKFP is oversubscribed, that is, more applications were received from fully eligible applicants than the number of training places available.

As explained in the UKFP 2022 Applicants' Handbook, the 'n' top scoring applicants will automatically be placed on the primary list for allocation on Thursday 10 March 2022, where 'n' equals the total number of vacancies across the UK. Any remaining applicants will be placed on the reserve list. Applicants on the reserve list will be allocated to a foundation school in April 2022. Each foundation school will manage a local reserve list and will allocate applicants to vacancies which arise after the initial allocation due to applicants failing final exams or withdrawing for other reasons, or to new programmes if required.

Allocation process for applicants on the reserve list

- Stage 1: Applicants will be ranked in score order. The 'n' top scoring applicants will be placed on the primary list. Remaining applicants will be placed on the reserve list.
- Stage 2: Those on the primary list will be allocated to foundation schools on Thursday 10 March 2022, using the same allocation algorithm as in previous years (application score first, then preference).
- Stage 3: Those on the reserve list will be allocated to foundation schools on Thursday 21 April 2022, using the same allocation algorithm as in previous years (application score first, then preference).
- Stage 4: Applicants on the reserve list will be matched to individual programmes as soon as places arise due to primary list applicants withdrawing, or to new programmes if required. The standard algorithm (application score first, then preference) will be used.

Your application score is the only factor considered when determining whether you will be allocated as part of the primary list or placed on the reserve list. (The order in which you ranked foundation schools in your original application will not affect which list you are placed on.)

Foundation schools will allocate applicants on the reserve list to vacant places at the earliest opportunity.

Local reserve list programme allocations

Once applicants on the reserve list have been allocated to foundation schools, foundation schools will manage the programme allocation process. Foundation schools will contact applicants on their local reserve list to let them know about the local process and timescale for matching to specific programmes.

Applicants on the reserve list will be ranked in score order and the top scoring applicants will be included in the first batch programme allocation (if applicable). Some foundation schools may be able to allocate all applicants on the reserve list in one batch, others may need several batches between April and July to place all applicants.

Example: if there are 10 vacancies in a foundation school, then the 10 applicants with the highest scores on the foundation school's reserve list will be included in this batch.

Within each batch, the normal allocation algorithm will be used (application score first, then preference). Each batch will be run in the same way.

Applicants allocated in each batch will receive an email with details of the programme they have been allocated to. Applicants who remain on the foundation school's reserve list will receive an email to remind them of the local reserve list allocation process and provide them with the contact details of their foundation school in case they have any queries.

Applicants on the reserve list (UK medical school graduates only) are reminded that their medical school is available for pastoral support should they require it.

Allocating applicants who have the same score

Whenever there is more than one applicant with the same score at the bottom cut-off point, applicants will be randomly selected for inclusion in an allocation.

Example: if there are 10 vacancies to be allocated in batch 1, and 25 reserve list applicants with the same score, the system will randomly select 10 applicants to be allocated. The other 15 will remain on the reserve list.

This is the only legally defensible way to allocate applicants in this situation without requiring them to undertake further assessment. This is also in accordance with standard HR practice. Random selection has always been used where there are applicants with the same score competing for the last places in an allocation.

Pre-allocation based on personal circumstances

Applicants who have been approved for pre-allocation to a particular foundation school based on personal circumstances can only be guaranteed their pre-allocated foundation school if they score highly enough to be allocated as part of the primary list. Applicants should liaise with their allocated foundation school about the process for local matching thereafter.

Pre-allocation to specific schools will be considered for applicants on the reserve list where possible, provided that the relevant foundation school has available places. If no vacancies are available in the requested foundation school, applicants who have been approved for pre-allocation will be allocated alongside all other applicants based on score and preference. Pre-allocation to specific areas within foundation schools is not guaranteed.

Linked applications

Linked applications will not be honoured for applicants on the reserve list. The link will be severed where either or both individuals are placed on the reserve list.

Timeline for reserve list allocations

Specific dates for reserve list batch allocations to programme will be provided to applicants on the reserve list by their allocated foundation school as soon as possible.

Date	Activity
<p>Thursday 10 March 2022</p>	<p>UKFP 2022 application results are available:</p> <ul style="list-style-type: none"> • Applicants on the primary list receive an email with details of their foundation school allocation results. • Applicants on the reserve list receive an email to confirm they have been placed on the reserve list, and they will be given further information about the reserve list allocation process. • Scores available to view on Oriel for all applicants.
<p>Thursday 21 April 2022</p>	<p>Reserve list allocation to foundation school:</p> <ul style="list-style-type: none"> • Applicants on the reserve list will be sent an email with details of their foundation school allocation results. • Programme allocations will follow as soon as places become available, although applicants are advised to expect to wait a few weeks at least. • Applicants on the reserve list will receive information from their allocated foundation school about the programme allocation process.
<p>April – July 2022</p>	<p>Programme allocation:</p> <ul style="list-style-type: none"> • Foundation schools will confirm to their applicants when they are due to be allocated to a programme in the next batch. • Applicants allocated in each batch will be sent an email to tell them they have been allocated. • Applicants not allocated will be sent an email to let them know they remain on the reserve list, and they will be given further information about the number remaining on the reserve list and details of future batch allocations.

Frequently Asked Questions (FAQs)

Will the order I ranked the foundation schools affect whether I am on the primary list or the reserve list?

No. Only your score will determine whether you are on the reserve list, not your Unit of Application (UoA) preferences.

Why aren't applicants graduating from UK medical schools given preferential treatment?

According to European employment law, all applicants must be treated equally and without prejudice, as must applicants from countries outside the EEA who have a work visa allowing them to work in the UK.

Will my right to work status affect how and when I will be allocated to a foundation programme ?

No. All medical specialties are included on the Shortage Occupation List (SOL), which means that Resident Labour Market Tests (RLMT) are not applicable to rest of the world applicants. All applicants will therefore be ranked in order of their total application scores and allocated to training places regardless of your right to work status in the UK. Note that you need to have right to work in the UK to be able to start your foundation training.

The application process is subject to change depending on any future changes in UK Home Office legislation and immigration law.

Can someone on the reserve list who scores lower than me get into their first choice UoA when I did not?

Yes, this is a possibility. Applicants on the reserve list will be allocated to foundation schools based on the number of applicants on the reserve list and the number of vacancies available. As a consequence, some applicants on the reserve list may be allocated to their first choice UoA if vacancies happen to arise there. However, applicants on the reserve list will have much less choice in which programme they are matched to. They will have to accept the programmes that are available, rather than being able to list their preferences from the full range of programmes.

If I am on the primary list, but do not get my first choice UoA, can I opt to go onto the reserve list and wait for a place to come up?

No. If you withdraw your application from the UoA where you have been allocated, you will be withdrawn from the national application process. You will not be placed on the reserve list.

If my application is linked to someone on the reserve list, what happens?

If your score is high enough to place you on the primary list, but your linked partner's score isn't, your link will be broken. You will be placed on the primary list and your linked partner will go onto the reserve list. You will be allocated to a UoA on Thursday 10 March 2022 as an unlinked applicant.

If my partner and I have linked our applications and are both on the reserve list, will the link still be honoured?

No. If either or both partners are on the reserve list, the link is broken, and you will both be allocated as unlinked applicants.

In previous years applicants on the reserve list were allocated directly to programme instead of first to just a foundation school (followed by local programme allocation) – why is the process different this year?

The UKFP2022 is significantly oversubscribed, and a new process has been developed to better support applicants, foundation schools and employers in managing this. Early allocation first to a foundation school will give applicants on the reserve list reassurance and allow them to plan by knowing earlier in which part of the UK they will be starting their foundation training.

If I am on the reserve list and have been allocated to a programme in the first batch run by my foundation school, but my first-choice region/trust/health board didn't have any vacancies, can I opt out of the batch to see if any vacancies in my first choice region/trust/health board come up in the next batch?

No. If you turn down your allocation to a programme, you are withdrawing from the national application process. You will not have the option of going into a subsequent batch.

How big will each programme allocation batch be?

It is impossible to know the size of each batch until people withdraw and vacancies arise. It is likely that the batch sizes will vary.

Why has this date been chosen for the reserve list foundation school allocations?

This is the earliest possible date following primary list programme allocations.

Have applicants on the same score always been randomly allocated when there are a limited number of spaces?

Yes. This is the only legally defensible way to allocate applicants on the same score unless further assessment is undertaken to break these ties. This is standard HR practice.

Will allocation to programme in a later batch mean that I won't be able to start my foundation programme with the rest of my cohort?

Every effort will be made to allow you to start in early August 2022. However, there is a possibility that applicants allocated in late June/early July may not be able to start their foundation programmes at the same time as their colleagues. This is because the pre-employment checks (such as Disclosing and Barring Service checks) can take up to eight weeks to complete. You will be supported to start your foundation training as soon as possible.

What are the implications for me if I cannot start at the beginning of August 2022?

You will need to successfully complete 12 months in F1 to be signed off and recommended for full registration with the General Medical Council (GMC).

Foundation training that starts after July/August or is due to conclude later than July/August is referred to as "out of phase". (There are separate arrangements for doctors who do not meet the requirements for satisfactory progress or completion of the foundation programme.)

HEE/NES/NIMDTA/HEIW/foundation schools in partnership with employers can provide training out of phase to foundation doctors who have had to defer the start of their foundation programme for statutory reasons or are resuming training after a period of confirmed absence for statutory reasons.

HEE/NES/NIMDTA/HEIW/foundation schools should make clear the arrangement for foundation doctors who are training out of phase. Foundation doctors who are training out of phase should discuss their training needs with their Foundation Programme Training Director or Foundation School Director.

If you have a question which has not been answered above, please contact the UKFPO through helpdesk@foundationprogramme.nhs.uk.