Foundation Programme Annual Report 2013

UK Summary

Report No. 5
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EXECUTIVE SUMMARY

This is the fifth Foundation Programme Annual Report. All 25 foundation schools submitted a return, with all schools providing data for each section of the report apart from tasters. The UKFPO recognises the enormous amount of work done by deaneries and foundation schools to improve their data collection processes in order to optimise this valuable national resource.

The report is divided into five sections (Foundation schools, Foundation doctors, Delivering foundation training, Outcomes and career destinations and Recruitment) and includes an appendix regarding the Academic Foundation Programme. Comparative data is provided for 2010, 2011, 2012 and 2013 wherever appropriate. The key findings are set out below.

Foundation schools 2012/13
This section relates to the foundation year commencing in August 2012 and ending in August 2013 and provides data on the size of foundation schools, staffing levels and fill rates.

The number of Foundation Programme places across the 25 schools ranges from 76 to 867 at F1 and from 73 to 852 at F2.

One foundation school employs a full-time foundation school director (FSD), with the average being 0.4 FTE. The majority of FSDs continue as part-time clinical staff. Seven foundation schools employ at least one full-time foundation school manager (FSM), with the average being 0.7 FTE. On average, there is less than 0.5 days per week of FSD time allocated to every 100 foundation doctors and less than one day per week of FSM time.

Across the UK, 7,389 (96.9%) F1 places and 7,586 (98.3%) F2 places were filled at the start of the foundation year. 238 (3.1%) F1 and 135 (1.7%) F2 places remained unfilled at the start of August 2012. It is likely that many of these places were filled at a later date. 425 (5.5%) F2 places were filled by doctors in one year posts at the start of August, with a further 135 being available. This number does not include any service posts, e.g. LAS, which were recruited locally by employing organisations.

Foundation doctors 2012/13
This section relates to the foundation year commencing in August 2012 and ending in August 2013 and provides data on the gender split of foundation doctors, doctors training less than full-time (LTFT) and those in supernumerary posts.

The gender split is approximately 3:2 male:female with 58.1% of F1 doctors and 59.7% of F2 doctors female. At F1, 24/25 foundation schools have doctors who are training less than full-time either in job shares or in supernumerary posts, and 8 schools have other supernumerary foundation doctors. For F2, this is 22 and 4 schools respectively.

Delivering foundation training 2012/13
This section relates to the foundation year commencing in August 2012 and ending in August 2013 and covers local matching to programmes, programme configuration and specialty exposure.

Ten foundation schools match doctors to two year rotations before the start of the Foundation Programme, with seven schools matching to one year rotations. Eight schools use 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, 95.1% include placements that are a minimum of four and a maximum of six months, with just 3.4% of placements lasting less than four months. 98.6% of F2 rotations comprise placements that are a minimum of four and a maximum of six months.

Foundation doctors experience a range of specialties in the Foundation Programme, with the top three CCT specialties experienced by F1 doctors being: general surgery (79.6%), general (internal) medicine (61.3%) and geriatric medicine (24.0%). The top three CCT specialties experienced by F2 doctors were emergency medicine (43.0%), general practice (40.7%) and Trauma and Orthopedic Surgery (21.2%). The percentages are calculated using the total number of doctors who would rotate through each specialty if all training programmes were filled (i.e. where a rotation comprises 3 x 4 month placements, three separate doctors would rotate through each specialty in the rotation).

One school did not provide any data about tasters. The remaining 24 foundation schools reported that F2 doctors undertook tasters normally ranging from two to five days. 21 schools reported tasters being undertaken during F1 which could be used to give doctors the opportunity to experience different specialties before they need to consider their specialty training application. The most common tasters were in medical or anaesthetics and critical care during both F1 and F2.

Outcomes and career destinations 2012/13

This section relates to the foundation year commencing in August 2012 and ending in August 2013 and covers the number of foundation doctors who successfully completed the foundation year (outcomes). For those successfully completing F1/F2, the next stage of the doctors' career/training (destinations) is provided. The report also includes information on doctors who needed additional support (Doctors in Difficulty).

Of the doctors successfully completing their respective foundation years in August 2013, 7,180 (96.8.0%) F1 and 7,299 (96.1%) F2 doctors were signed off as having attained the appropriate level of competence. In total, 235 (3.2%) F1 doctors and 296 (3.9%) F2 doctors were not signed off in August 2013; this includes 48 F1 and 81 F2 doctors who continued into a further year as expected due to training less than full-time. The most common reasons for both F1 and F2 doctors not being signed off were exceeding more than four weeks absence from training and requiring additional/remedial training to meet the standards for satisfactory completion of the foundation year.

The majority (94.4%) of F1 doctors signed off in August 2013 are continuing with their foundation training in the UK. Only 0.6% of doctors signed off at the end of F1 left the Foundation Programme. The next career destinations were known for 97.0% of foundation doctors successfully completing their foundation training in 2013. Of these, 98.4% provided complete responses which indicate that 64.4% were appointed to specialty training in the UK; 9.4% are taking a career break and 5.4% were appointed to positions outside the UK. 0.3% reported they had left the medical profession permanently.

A total of 193 (2.6%) F1 and 185 (2.4%) F2 doctors were monitored under foundation schools' doctors in difficulty processes across the 25 foundation schools. 26.4% of the F1 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 knowledge, skills and performance, which included personal health issues.

Less than 3% of F1 doctors from UK medical schools required additional support compared with almost 15% from EEA medical schools and nearly 10% from non-EEA medical schools.

The outcome for foundation doctors in difficulty was typically favourable, with 34.2% of F1s and 37.3% of F2s being signed off by the original end date of their foundation year. A further 50.3% of F1s and 48.6% of F2s are expected to be signed off by an agreed, extended end date.

Eighteen (0.3%) F1 and 3 (0.2%) F2 doctors were referred to the GMC for fitness to practise issues.

Recruitment 2013

This section relates to the foundation year commencing in August 2013 and ending in August 2014.
6,945 (97.2%) F1 doctors appointed following the national allocation graduated from UK medical schools, with 203 (2.8%) graduating outside the UK.

6,652 (87.6%) F2 doctors were starting the second year of a two year programme in the same foundation school, with just 22 (0.3%) transferring to a different foundation school for their F2 year. 323 (4.23%) were appointed locally to a one-year programme.

Appendix – Academic Foundation Programmes 2012/13

This appendix builds on the information provided throughout the report (such as outcomes and career destinations, etc.) and offers further analysis specific to the Academic Foundation Programme (AFP). There were a total of 434 Academic Foundation Programme (AFP) places at F1 level and 491 places at F2 level available for the year commencing August 2012. Research programmes accounted for 734 (79.0%) of all AFP places (F1 and F2), with 88 (9.5%) being offered in medical education, 40 (4.3%) in medical management/leadership and 67 (7.2%) in other categories.

THE FOUNDATION PROGRAMME ANNUAL REPORT 2013

Background and purpose of the report

At the request of the four UK health departments, the UK Foundation Programme Office (UKFPO) produced the first Foundation Programme Annual Report in 2009. The 2013 edition is the fifth annual report which provides data about recruitment, structures and outcomes of the Foundation Programme across the UK. The report does not include information from the UK-affilitated foundation school in Malta.

There are three key principles underpinning the UKFPO annual report:

- it does not replace deanery/foundation school quality management processes;
- it will be shared with the Health Education England (HEE) and the four UK health departments, the regulator and other key stakeholders;
- it provides national, summary data and does not identify any individuals.

The report is produced as a source of information related to the Foundation Programme. The UKFPO is aware that since the reports implementation in 2009, annual report data have been referenced and used to inform national policy development, address workforce planning issues and as evidence within a major legal case.

To ensure that the report continues to meet the needs of key stakeholders, the UKFPO conducts an annual review of all data items and seeks feedback from stakeholders such as foundation school managers, foundation school directors and the General Medical Council. To enable the continuous improvement of the Foundation Programme and to ensure a high response rate to the F2 career destination survey in particular, the foundation school directors agree to make receipt of the Foundation Achievement of Competence Document (FACD) at the end of F2 dependent on survey completion.

2013 report

The results of the 2013 data collection exercise are presented in this report as a UK-wide summary in five sections:

1. Foundation schools
2. Foundation doctors
3. Delivering foundation training
4. Outcomes and career destinations
5. Recruitment.

The first four sections relate to the foundation year ending August 2013. The fifth section refers to appointees to the foundation year commencing in August 2013.

Where possible, a comparison with the results from the 2010, 2011 and 2012 annual reports is provided. A year on year comparison is not possible for every section due to a revised data set for 2013. Whilst the changes for the 2013 template were kept to a minimum, the following key revisions were made:

- The list of specialties experienced during foundation programme training has been aligned to the list used within the national application process. This was implemented to minimise the foundation schools' data gathering processes.
- At the request of the GMC, CoPMED and Medical Schools Council, the Doctors in Difficulty section includes additional data items and areas of concern that are aligned to the domains of the GMC's *Good Medical Practice 2013.* At the request of foundation schools, more than one GMC domain can now be selected as the reason for a doctor being monitored as a Doctor in Difficulty.
- The F2 career destination section now includes questions about the doctor's career intentions at the beginning of F1 and if their career intention changed during their foundation training.

Section 1 – FOUNDATION SCHOOLS 2012/13

This section relates to the foundation year commencing in August 2012 and ending in August 2013. It describes the size and staff resources in place across the 25 UK foundation schools.

Number of Foundation Programme places available in August 2012

As of August 2012, all 25 foundation schools reported that there were a total of 7,627 F1 places and 7,721 F2 places available, including Academic Foundation Programme (AFP) places.

Table 1 shows the total number of F1 and F2 places in foundation schools, together with the lowest and highest number at a single school. The mean and median number of places is also shown. The median excluding AFP for 2013 is given to compare with the median for the last four years. The median size of a foundation school and the overall total number of FP posts has remained relatively stable since 2010.

Table 1: Number of Foundation Programme (FP) places available

FPs commencing August 2012	Std	AFP	Total	Min	Max	Mean	Median	Year on year median comparison (excluding AFP)			
								2010	2011	2012	2013
F1 places	7,193	434	7,627	76	867	305	288	277	275	271	266
F2 places	7,230	491	7,721	73	852	309	292	279	282	276	274

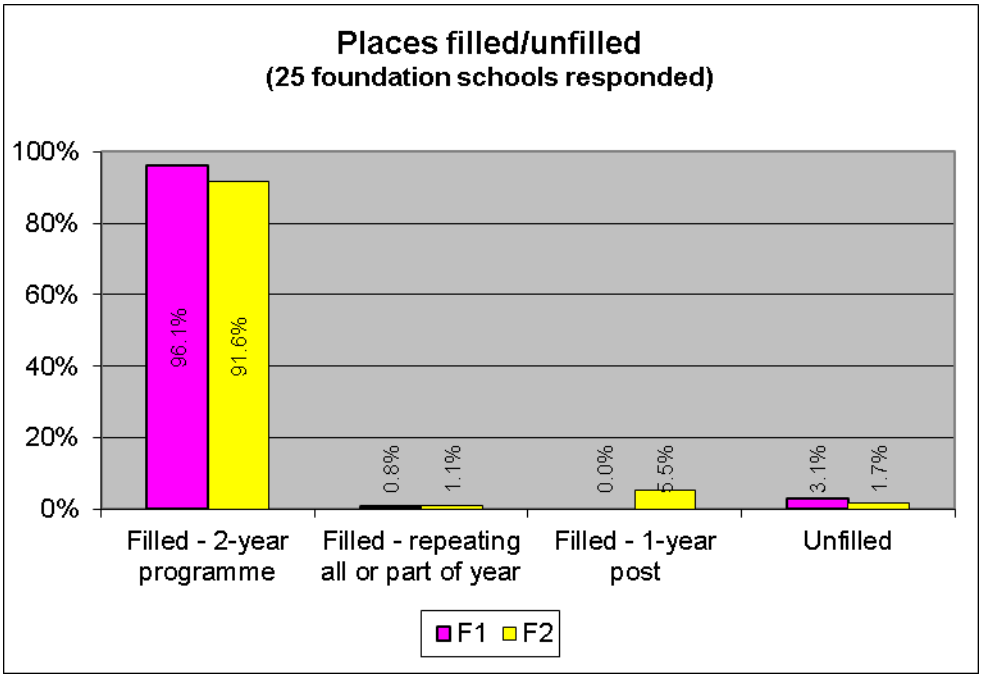
All 25 schools provided information about the number of places filled by foundation doctors on a two year foundation programme and those appointed to one-year F2 posts. Table 2 shows the number of places filled and unfilled.

Table 2: Places filled and unfilled at start of August 2012

Foundation Programme places filled and unfilled at start of August 2012	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Filled – Two-year programme	6,911	420	7,330	6,615	460	7,075
Filled - repeating all or part of year	58	0	58	85	1	86
Filled – One-year post	0	0	0	410	15	425
Unfilled	224	14	238	120	15	135
Total number of places	**7,193**	**434**	**7,627**	**7,230**	**491**	**7,721**

Figure 1 shows the Foundation Programme places filled and unfilled as a percentage of the total number of places in the 25 schools.

Figure 1: Foundation Programme places filled and unfilled



Unfilled places

Each year, a small number of applicants allocated through the national application process do not start the Foundation Programme. This may be due to a number of reasons including those who fail final exams, withdrawal of applications for personal reasons or not meeting the criteria of local pre-employment checks. The foundation schools endeavour to fill any such vacancies before the start of the foundation year by recruiting locally to locum posts.

All 25 foundation schools provided data about unfilled places and reported that a total of 238 F1 and 135 F2 places were unfilled at the start of August 2012.

On average 3.1% of F1 places and 1.7% of F2 places were unfilled at the start of the foundation year. Progress has been made since August 2010, when 4.4% for F1 and 3.3% for F2 were reported as unfilled at the start of the foundation year.

Reasons for unfilled places

All 25 foundation schools provided data to explain the reasons for vacancies at the start of the foundation year. The reasons are broken down in Table 3.

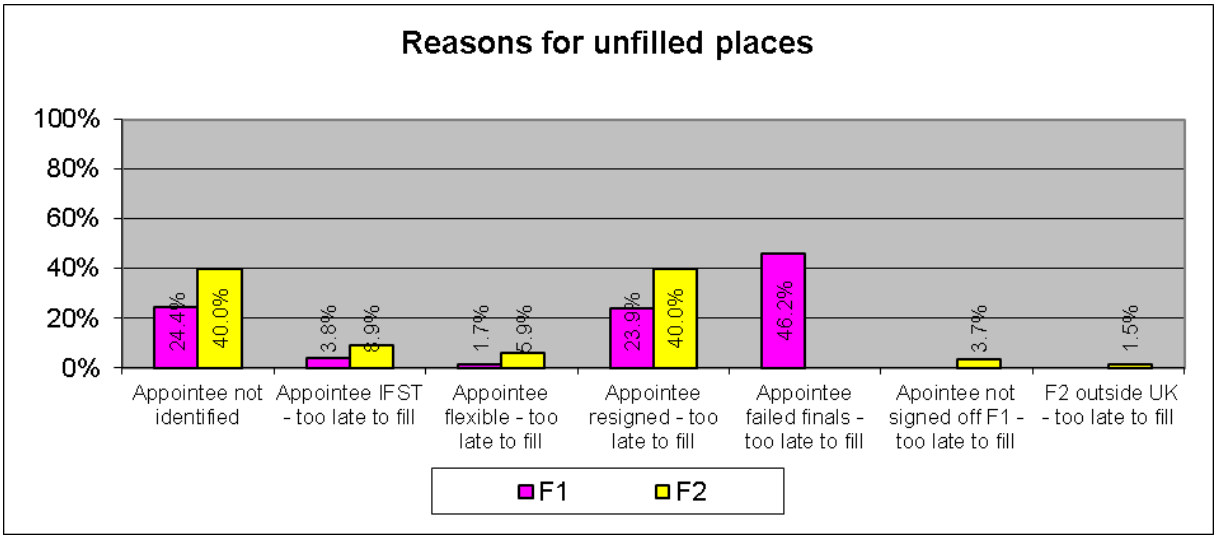
At the end of the national aplication process, some schools had unfilled vacancies for which they were unable to find a suitable appointee before the start of the foundation year. In other cases, suitable appointees were identified via the national or local recruitment processes but subsequent events resulted in the appointee not starting the programme as expected. For example, an appointee was allocated via the national application process but the foundation school was notified in June that they had failed their final exams. The foundation school was not able to find a replacement appointee before the start of August 2012.

Table 3: Reasons for unfilled places at the start of the foundation year

Number of FS affected		Reasons for vacancies remaining in August 2012	F1		F1 Total	F2		F2 Total
F1	F2		Std	AFP		Std	AFP	
11	14	Appointee not identified by August 2012	52	6	**58**	44	10	**54**
8	2	Appointee transferring to another foundation school too late to find a replacement	9	0	**9**	12	0	**12**
3	4	Appointee transferring to a flexible training programme too late to find a replacement	4	0	**4**	7	1	**8**
15	14	Appointee resigned too late to find a replacement	57	0	**57**	50	4	**54**
18	0	Appointee failed finals too late to find a replacement	102	8	**110**			**0**
0	3	Appointee not signed off at end of F1 too late to find a replacement			**0**	5	0	**5**
0	1	Appointee undertaking F2 outside the UK too late to find a replacement			**0**	2	0	**2**
		Total	**224**	**14**	**238**	**120**	**15**	**135**

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



Resources

The 25 UK foundation schools vary substantially in size and the level of senior faculty resource per 100 foundation doctors.

Table 4 shows the level of resource employed by deaneries/foundation schools in key roles, using full time equivalents (FTE). The median FTE equivalents for foundation school directors and GP associate deans remains static throughout 2010 to 2013.

Table 4: Levels of resource (FTE)

Number of FS affected	Role	FTE equivalent			Year on year MEDIAN comparison			
		Min	Max	Mean	2010	2011	2012	2013
25	Foundation school director	0.2	1.0	0.4	0.4	0.4	0.4	0.4
22	GP associate dean (time dedicated to foundation)	0.0	0.8	0.2	0.1	0.1	0.1	0.1
24	Foundation school manager	0.2	3.0	0.7	1.0	0.9	0.8	0.8
25	Foundation school administrator / coordinator	0.2	9.0	1.7	1.0	1.1	1.0	1.0
22	Other	0.0	22.4	2.0	0.1	0.5	1.0	1.0

The amount of time dedicated to the key roles within a foundation school can be expressed as FTE per 100 foundation doctors. Table 5 shows this ratio for foundation school directors and managers.

Table 5: Resource (FTE) per 100 foundation doctors

Role	FTE equivalent per 100 FDs			Year on year MEDIAN comparison			
	Min	Max	Mean	2010	2011	2012	2013
Foundation school director	0.02	0.27	0.09	0.08	0.08	0.07	0.07
Foundation school manager	0.00	0.69	0.23	0.14	0.14	0.17	0.17

Section 2 – Foundation doctors 2012/13

This section provides an overview of foundation doctors by gender, less than full-time (LTFT) and those doctors training in a supernumerary foundation post.

Gender split

Based on the information provided by 25 foundation schools, the gender split for F1 and F2 doctors is shown in Table 6.

Table 6: Gender split for F1 and F2 ending August 2013

No. FS affected	Foundation year	Male	Female
25	F1	41.9%	58.1%
25	F2	40.3%	59.7%

Table 7 shows the gender split for F1 and F2 for the foundation years ending in August 2010, 2011, 2012 and 2013. It can be seen that the male:female ratio for both F1 and F2 has remained approximately 40:60 across the four years.

Table 7: Gender split for F1 and F2 year on year comparison

Gender split - year on year comparison	F1				F2			
	2010	2011	2012	2013	2010	2011	2012	2013
Male	38.7%	40.7%	40.2%	41.9%	41.2%	39.3%	41.1%	40.3%
Female	61.3%	59.3%	59.8%	58.1%	58.8%	60.7%	58.9%	59.7%

Less than full-time (LTFT) and supernumerary foundation doctors

Of the responding 25 foundation schools, 24 schools indicated that they had F1 doctors training on a less than full-time (LTFT) basis during 2012-13. The number of schools who had F2 doctors training LTFT was 22.

The number of schools reporting no supernumerary foundation doctors (other than LTFT supernumerary posts) is eight for F1 doctors and nine for F2 doctors.

The total number of LTFT and supernumerary posts requested and approved is shown in Table 8.

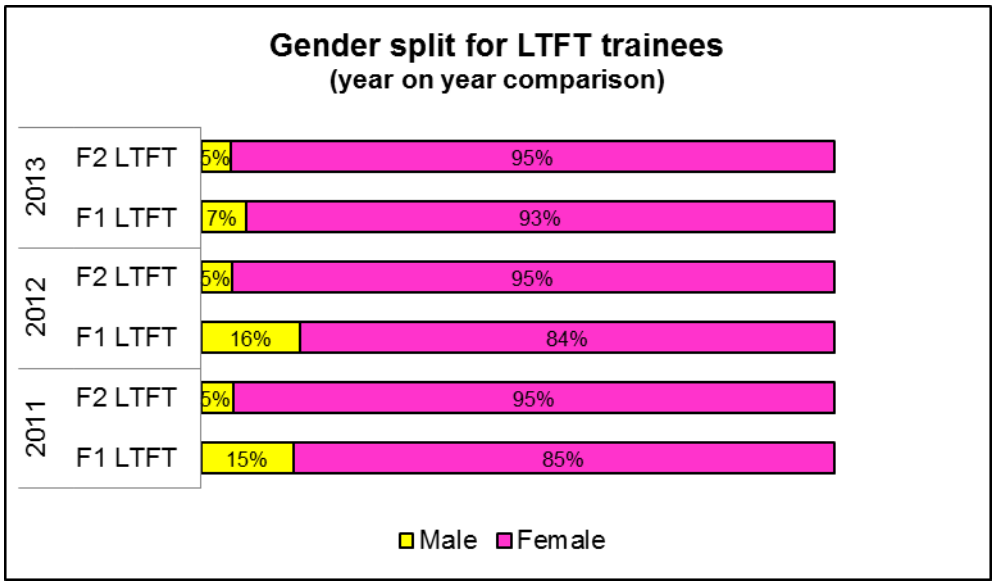
Table 8: LTFT and supernumerary foundation training requested and approved

Number of FS affected	LTFT & supernumerary foundation training	Standard		Academic	
		Req'd	App'd	Req'd	App'd
10	F1 LTFT doctors in job-shares	37	37	5	5
11	F1 LTFT doctors in supernumerary posts	40	40	1	1
13	F1 LTFT doctors - other	23	21	0	0
6	Other supernumerary F1 doctors	14	12	1	1
	Total F1	***114***	***110***	***7***	***7***
12	F2 LTFT doctors in job-shares	72	67	5	5
14	F2 LTFT doctors in supernumerary posts	49	45	1	1
8	F2 LTFT doctors - other	30	30	0	0
3	Other supernumerary F2 doctors	5	2	1	1
	Total F2	***156***	***144***	***7***	***7***

The gender split for the F1 LTFT cohort is 7% male and 93% female. The gender split for the F2 LTFT cohort is 5% male and 95% female. The 2013 F1 male:female LTFT divide is greater compared to

previous years. In 2012 for example, the proportion of males training LTFT was 16% and 84% females.

Figure 3: Gender split for LTFT trainees (year on year comparison)



For supernumerary training (not including LTFT posts) the gender split is 25% male and 75% female for F1, and 67% male and 33% female for F2.

Figure 4 shows the number of LTFT and supernumerary F1 doctors as a percentage of the total F1 doctors for 2010, 2011, 2012 and 2013. There has been a slight increase in the percentage of F1 doctors training LTFT whilst the percentage for other supernumerary posts remains static since 2012.

Figure 4: LTFT and supernumerary F1 doctors (year on year comparison)

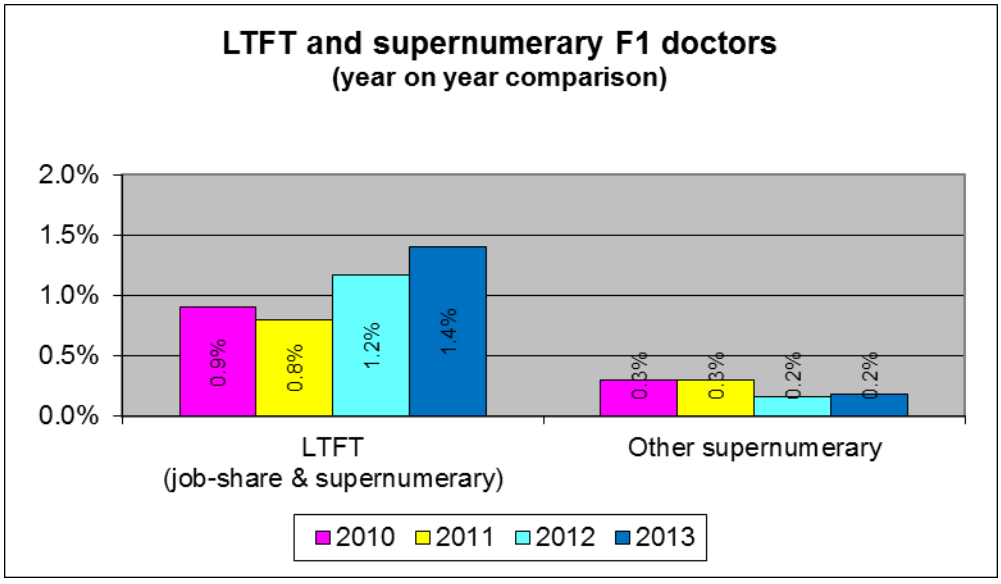
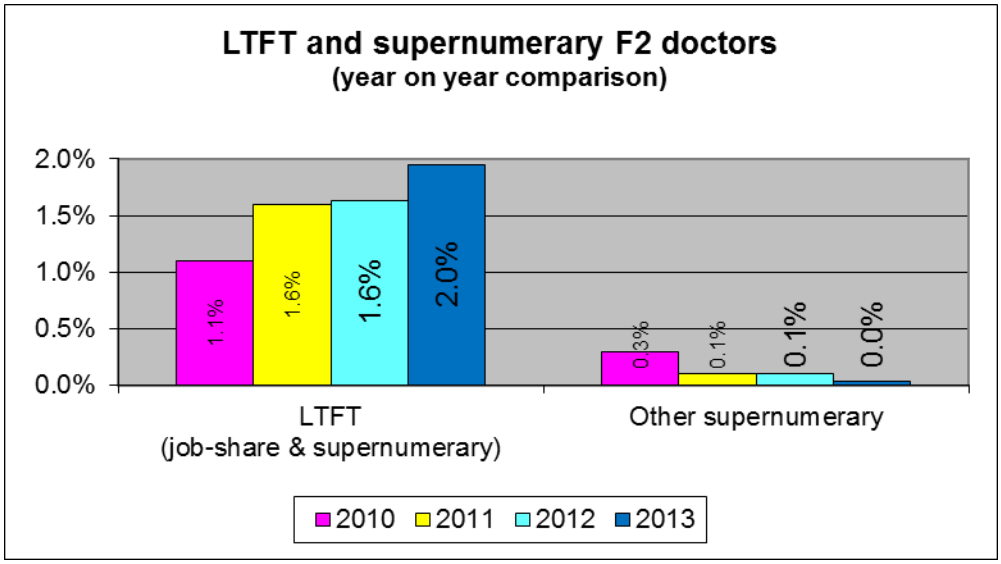


Figure 5 shows the number of LTFT and supernumerary F2 doctors as a percentage of the total F2 doctors from 2010 through to 2013. The number of F2 doctors training LTFT has gradually increased whilst the number of other supernumerary posts has decreased.

Figure 5: LTFT and supernumerary F2 doctors (year on year comparison)



Section 3 – DELIVERING FOUNDATION TRAINING 2012/13

This section relates to the foundation year commencing in August 2012 and ending in August 2013. Topics covered include matching to programmes, configuration of placements, specialties experienced during Foundation Programme training, plus information on tasters and F2 outside the UK.

Matching to programmes

The national application process allocates successful applicants to a unit of application (UoA). A UoA is a geographical location which may consist of one or more foundation schools. Each foundation school within the UoA is responsible for matching the allocated applicants to particular programmes and facilitating the employing healthcare organisations' pre-employment checks.

Some foundation schools match doctors to rotations for both the F1 and F2 years before they start the Foundation Programme, whereas others match doctors to the F1 rotation and then run a competitive process during the first year to match individual doctors to their F2 rotation.

All 25 foundation schools provided information on whether their school matches to one or two-year rotations before the start of the Foundation Programme, or a combination of both as shown in Table 9.

Table 9: Number of foundation schools matching to one or two-year rotations (including AFPs)

Match to one or two year rotations (year on year comparison)	2010	2011	2012	2013
One-year rotation	11	10	6	7
Two-year rotation	12	14	13	10
Combination of both	2	1	6	8

Configuration of foundation programmes

The recommended duration of foundation placements changed in 2012. Originally, the range was three months and maximum of six months[1]. From August 2012[2], the recommended minimum duration was increased to four months with no change to the maximum duration of six months; this was in response to the *Foundation for Excellence* report produced by Professor John Collins.

Foundation schools are delivering a combined total of 95.1% of F1 rotations and 98.6% of F2 rotations which meet the minimum duration of four months and a maximum duration of six months for each placement. The percentage of F1 rotations meeting the minimum and maximum recommended duration for placements has increased from 93.2% since last year and the percentage of F2 rotations meeting recommendations has increased from 97.4%.

Table 10 shows the configuration of Foundation Programme placements from across all schools.

1 *The UK Foundation Programme Reference Guide,* UKFPO March 2010

2 *The UK Foundation Programme Reference Guide*, UKFPO July 2012 (*Reference Guide 2012)*

Table 10: Configuration of foundation programmes

Number of FS affected		Configuration of rotations	F1			F2		
F1	F2		Std	AFP	Total	Std	AFP	Total
25	25	3x4 months	6,532	406	6,938	7,032	459	7,491
10	6	2x6 months	312	0	312	83	30	113
5	2	4x3 months	236	27	263	5	0	5
4	4	Other	113	1	114	104	2	106
		Total	**7,193**	**434**	**7,627**	**7,224**	**491**	**7,715**

Figures 6 (F1) and 7 (F2) show the percentage of individual rotations comprising different configurations for F1 and F2 in 2010, 2011, 2012 and 2013.

Figure 6: Configuration of F1 rotations (year on year comparison)

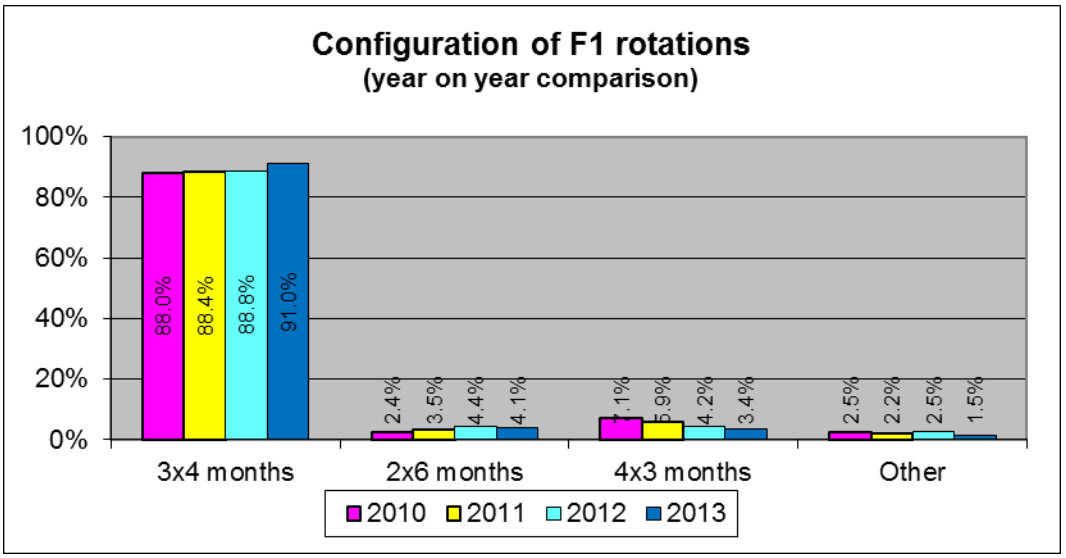
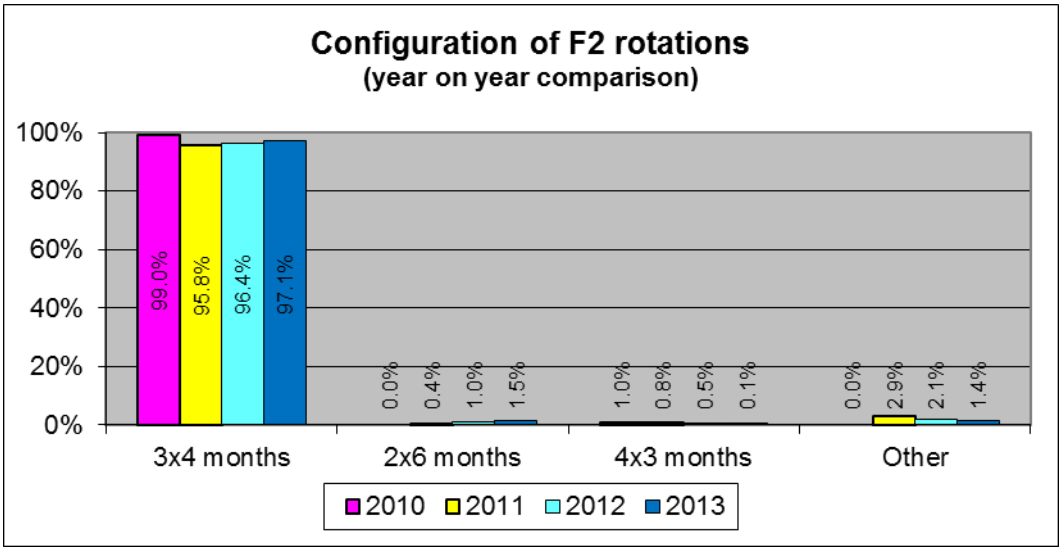


Figure 7 shows that the 2010 recommended placement length of three – six months was met by 91.5% of F2 rotations for the year ending in August 2013.

Figure 7: Configuration of F2 rotations (year on year comparison)



Specialties experienced in the Foundation Programme

Foundation training is delivered in a wide variety of clinical specialties and settings. Rotating through different specialties provides a foundation doctor with a broad-based beginning to their training.

All 25 foundation schools provided information about the specialties experienced by both F1 and F2 doctors. Table 11 shows the percentage of F1 and F2 doctors rotating through each CCT[3] specialty.

The percentage is calculated using the number of rotations that include the specialty, divided by the total number of Foundation Programme posts available.

Table 11: Percentage of foundation doctors rotating through each CCT specialty

CCT specialties experienced in Foundation Programme rotations	% F1s rotating through	% F2s rotating through
Academic - Education	0.1%	1.6%
Academic - Management and Leadership	0.0%	0.3%
Academic - Research	0.2%	4.1%
Acute Internal Medicine	14.1%	9.1%
Allergy	0.0%	0.0%
Anaesthetics	4.9%	2.4%
Audio Vestibular Medicine (Audiological Medicine)	0.0%	0.0%
Cardiology	10.1%	6.1%
Cardio-thoracic Surgery	0.2%	1.9%
Chemical Pathology	0.1%	0.4%
Child and Adolescent Psychiatry	0.0%	0.2%
Clinical Genetics	0.0%	0.0%
Clinical Neurophysiology	0.0%	0.0%
Clinical Oncology	1.3%	2.0%
Clinical Pharmacology and Therapeutics	0.2%	0.0%
Clinical Radiology	0.4%	0.4%
Community Placement Specialties* (see below)	0.4%	1.0%
Community Sexual and Reproductive Health	0.0%	0.2%
Dermatology	0.4%	0.6%
Diagnostic neuropathology	0.0%	0.0%
Emergency Medicine (A&E)	5.4%	43.0%
Endocrinology and Diabetes Mellitus	6.9%	2.3%
Forensic histopathology	0.0%	0.0%
Forensic Psychiatry	0.0%	0.1%
Gastroenterology	10.7%	4.0%
General (Internal) Medicine	61.3%	19.6%
General Practice	0.1%	40.7%
General Psychiatry	3.9%	11.5%
General Surgery	79.6%	16.5%
Genito-urinary Medicine	0.8%	1.7%
Geriatric Medicine	24.0%	14.1%
Haematology	1.9%	2.7%
Hepatology	0.6%	0.1%
Histopathology	0.2%	0.6%
Immunology	0.1%	0.0%
Infectious Diseases	1.1%	0.7%
Intensive Care Medicine	3.7%	5.7%
Medical Microbiology	0.0%	1.0%

[3] The list of CCT specialties is taken from the GMC website: www.gmc-uk.org

CCT specialties experienced in Foundation Programme rotations	% F1s rotating through	% F2s rotating through
Medical Microbiology and Virology	0.1%	0.2%
Medical Oncology	0.8%	1.8%
Medical Ophthalmology	0.0%	0.1%
Medical Psychotherapy	0.0%	0.0%
Medical Virology	0.0%	0.0%
Neurology	0.7%	1.5%
Neurosurgery	0.6%	1.8%
Nuclear Medicine	0.0%	0.1%
Obstetrics and Gynaecology	3.9%	13.0%
Occupational Medicine	0.0%	0.2%
Old Age Psychiatry	0.5%	1.2%
Ophthalmology	0.1%	2.3%
Oral and Maxillo-facial Surgery	0.0%	0.5%
Otolaryngology	1.7%	5.7%
Paediatric and Perinatal Pathology	0.0%	0.0%
Paediatric Cardiology	0.0%	0.0%
Paediatric Surgery	1.2%	0.9%
Paediatrics	7.3%	15.2%
Palliative Medicine	0.8%	1.5%
Pharmaceutical Medicine	0.0%	0.0%
Plastic Surgery	0.7%	1.5%
Psychiatry of Learning Disability	0.0%	0.0%
Public Health Medicine	0.1%	1.7%
Rehabilitation Medicine	0.8%	1.0%
Renal Medicine	3.0%	2.9%
Respiratory Medicine	12.5%	4.3%
Rheumatology	1.9%	0.9%
Sport and Exercise Medicine	0.0%	0.0%
Stroke Medicine	2.9%	1.3%
Trauma and Orthopaedic Surgery	14.9%	21.2%
Tropical Medicine	0.0%	0.0%
Urology	10.8%	4.1%
Vascular Surgery	5.8%	0.8%

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

Tables 12 and 13 show the top five specialties experienced by F1 and F2 doctors for 2010, 2011, 2012 and 2013.

Table 12: Top five specialties experienced by F1 doctors (year on year comparison)

	Top five specialties experienced by F1 doctors							
	2010		2011		2012		2013	
	Specialty	% F1s	Specialty	% F1s	Specialty	% F1s	Specialty	% F1s
1	General surgery	81.9%	General surgery	83.4%	General surgery	82.3%	General surgery	79.6%
2	General (internal) medicine	68.4%	General (internal) medicine	64.4%	General (internal) medicine	58.9%	General (internal) medicine	61.3%
3	Geriatric medicine	23.7%	Geriatric medicine	23.7%	Geriatric medicine	23.1%	Geriatric Medicine	24.0%
4	Trauma & orthopaedic surgery	15.9%	Trauma & orthopaedic surgery	15.3%	Trauma & orthopaedic surgery	14.7%	Trauma & Orthopaedic Surgery	14.9%
5	Urology	11.7%	Respiratory medicine	12.3%	Acute internal medicine	12.5%	Acute Internal Medicine	14.1%

Table 13: Top five specialties experienced by F2 doctors (year on year comparison)

	Top five specialties experienced by F2 doctors							
	2010		2011		2012		2013	
	Specialty	% F2s	Specialty	% F2s	Specialty	% F2s	Specialty	% F2s
1	Emergency medicine	50.7%	Emergency medicine	37.7%	Emergency medicine	43.8%	Emergency Medicine	43.0%
2	General practice	41.4%	General practice	35.6%	General practice	43.8%	General Practice	40.7%
3	General (internal) medicine	27.9%	General (internal) medicine	19.0%	General (internal) medicine	22.9%	Trauma & Orthopaedic Surgery	21.2%
4	Trauma & orthopaedic surgery	20.1%	Trauma & orthopaedic surgery	17.0%	Trauma & orthopaedic surgery	21.6%	General (Internal) Medicine	19.6%
5	General surgery	19.5%	General surgery	15.3%	General surgery	20.4%	General Surgery	16.5%

Specialties experienced via tasters

Twenty-four foundation schools provided information on tasters. Many of the reporting foundation schools do not directly manage and co-ordinate this activity so are unable to capture all the taster opportunities.

Of the 24 schools who provided taster information, all indicated that doctors undertook tasters during F2, with 21 schools recording tasters being undertaken during F1.

Table 14 shows the total number of taster experiences, by specialty, undertaken during the foundation year ending in August 2013.

Table 14: Specialties experienced via tasters for foundation year ending in August 2013

Specialty experienced via tasters	No. of tasters during F1	No. of tasters during F2
Academic medicine	13	13
Anaes and critical care	147	197
Emergency medicine	25	28
General practice	76	162
Medical specialities	136	317
Obstetrics & gynaecology	41	59
Ophthalmology	24	41
Paediatrics	81	118
Pathology and lab based	18	45
Psychiatry	54	92
Public health medicine	10	23
Radiology	34	82
Surgical specialties	64	97
Totals	**723**	**1274**

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

Figure 8: Percentage of tasters undertaken in each specialty

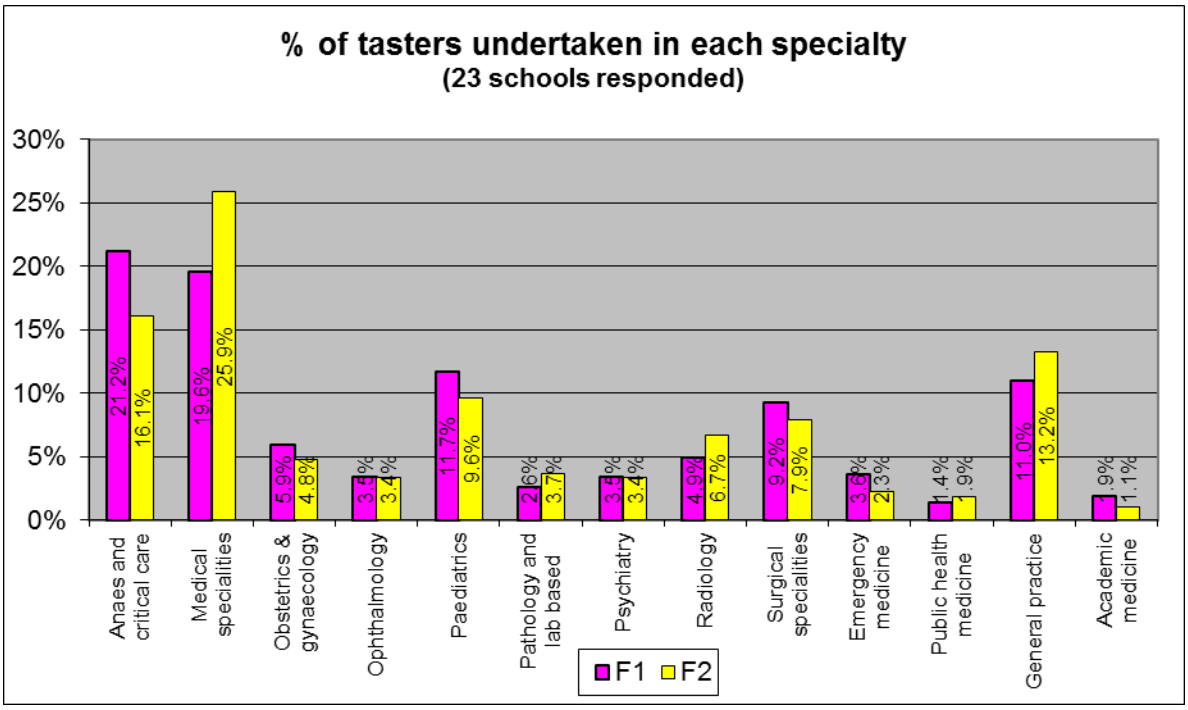
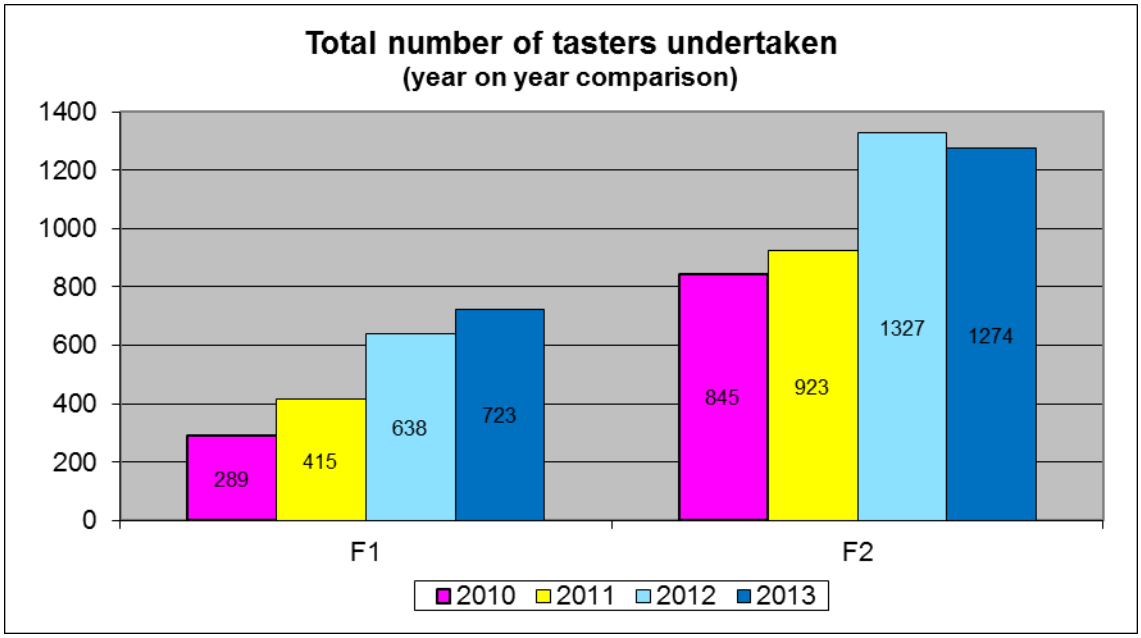


Figure 9 shows the number of tasters which were recorded at school-level, undertaken during F1 and F2 for 2010, 2011, 2012 and 2013. The year on year comparison shows a gradual increase in the number of tasters undertaken during F1 but with a slight decrease in uptake for F2. As noted above, this is likely to be an underestimate of the number of tasters actually provided.

Figure 9: Total number of tasters undertaken (year on year comparison)



F2 outside the UK

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

Table 15 compares the number of doctors and the number of schools who approved applications to undertake F2 in Australia, New Zealand and other countries in 2010, 2011, 2012 and 2013. There has been a year on year decrease in the number of foundation doctors who undertake F2 outside the UK.

Table 15: F2 approved outside the UK

Country	2010		2011		2012		2013	
	No. F2 doctors	No. FS affected	No. F2 doctors	No. FS affected	No. F2 doctors	No. FS affected	No. F2 doctors	No. FS affected
Australia	33	11	25	12	13	6	7	5
New Zealand	26	12	32	15	20	9	16	8
Other	1	1			15	1	0	0
Total doctors	**60**		**57**		**48**		**23**	

Section 4 – Outcomes and career destinations 2012/13

This section relates to the foundation year ending August 2013. Information provided includes the number of foundation doctors who did not complete the F1/F2 training year and also those who were successfully signed off.

For those doctors who attained the required competences at the end of the training year, details of the next stage of their career are given. For doctors who did not complete the training year the reasons for non-completion are provided. The report includes reasons for all foundation doctors who did not complete their training year, for example some doctors will have started the year but resigned prior to the expected end date; others will continue into a further year as expected due to training on a less than full-time (LTFT) basis.

The number of appeals against non-progression at the end of the year and the total number of doctors managed via the doctors in difficulty process (please refer to section 9 of the *Reference Guide 2012)* are also given.

F1 outcomes

All 25 foundation schools provided information about the outcomes for their F1 doctors. A total of 7,180 (96.8%) doctors successfully completed the F1 year and were signed off, with 235 (3.7%) not being signed off. This compares to 97.0% and 3.0% respectively in 2012 and 97.5% and 2.5% respectively in 2011.

F2 outcomes

In August 2013, 7,299 (96.10%) F2 doctors successfully completed their foundation training and were signed off, with 296 (3.9%) not signed off. This compares to 97.0% and 3.0% in 2012 and 96.4% and 3.6% in 2011 respectively.

F1 destinations

Foundation doctors successfully completing their F1 year (being signed off as having achieved the requirements for F1) and receiving full registration with the GMC may progress to F2. Some doctors choose to leave the Foundation Programme after achieving full GMC registration (i.e. not progressing into F2) for a variety of personal reasons. 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 do not meet the requirements for satisfactory completion of the F1 year are not signed off, are not issued with a 'Achievement of F1 Competence Certificate' and are not recommended by the medical school/ foundation school for full registration with the GMC.

Table 16 shows a breakdown of the destinations for F1 doctors successfully completing F1 in 2013.

Table 16: Destinations for signed-off F1 doctors

Number of FS affected	Destination for F1 doctors	Std F1	Academic F1	Total F1s
25	F2 in the same foundation school	97.1%	99.5%	97.3%
13	F2 in a different foundation school - IFST	0.3%	0.0%	0.2%
17	Stand-alone F2 in a different foundation school	1.0%	0.2%	1.0%
5	F2 outside the UK (prospectively approved)	0.1%	0.0%	0.1%
10	Statutory leave but intend to return	0.2%	0.0%	0.2%
9	Approved TOFP but intend to return	0.3%	0.2%	0.3%
3	Other destination, continuing with FP	0.3%	0.0%	0.3%
	Sub-total for signed-off, continuing with FP	***99.3%***	***100.0%***	***99.3%***

Number of FS affected	Destination for F1 doctors	Std F1	Academic F1	Total F1s
7	Returning to 'home' country	0.3%	0.0%	0.3%
6	Medical training outside the UK	0.1%	0.0%	0.1%
4	Career break	0.1%	0.0%	0.1%
1	Ill health	0.0%	0.0%	0.0%
1	Permanently left medicine	0.0%	0.0%	0.0%
3	Other destination, leaving FP	0.1%	0.0%	0.1%
5	Unknown destination, leaving FP	0.1%	0.0%	0.1%
	Sub-total for signed-off, leaving FP	***0.7%***	***0.0%***	***0.7%***

F1 doctors may leave the Foundation Programme after successfully completing the F1 year and gaining full registration with the GMC for a number of reasons. A total of 48 (0.65%) F1 doctors who successfully completed their F1 year in 2013 left the Foundation Programme. This compares to 56 (0.78%) in 2012 and 78 (1.10%) in 2011.

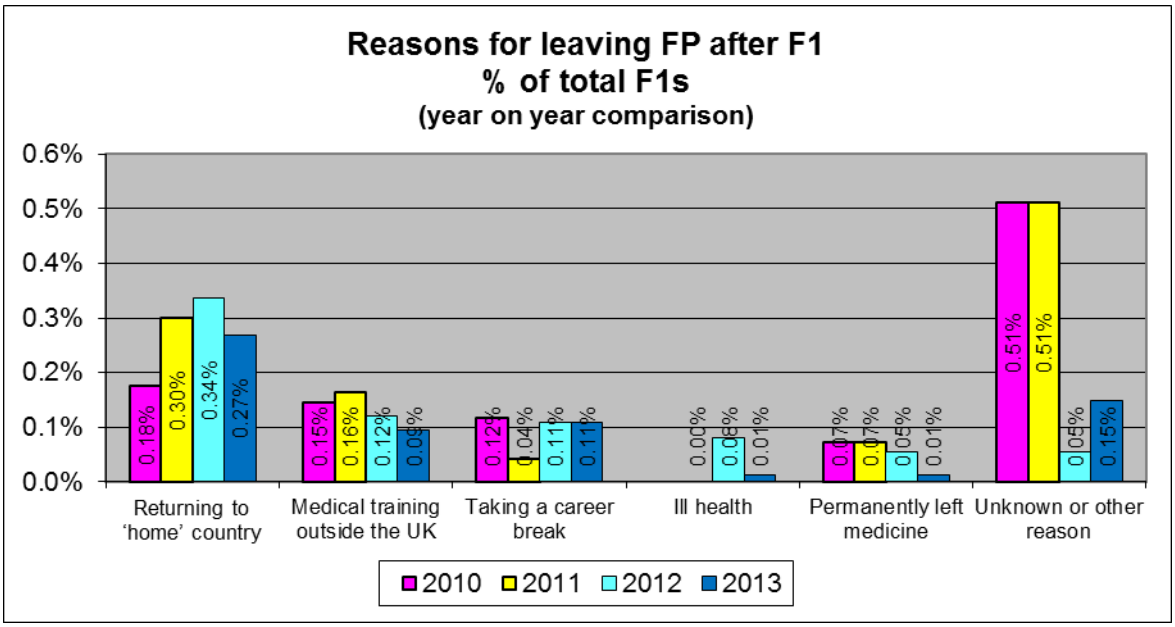
Table 17 shows the reasons why and numbers associated with each reason in 2013.

Table 17: Reasons for leaving the Foundation Programme after successful F1

Number of FS affected	Reasons for leaving FP after successful F1	Std	AFP	Total
7	IMGs returning to 'home' country	20	0	20
6	Medical training outside the UK	7	0	7
4	Career break	8	0	8
1	Ill health	1	0	1
1	Permanently left medicine	1	0	1
3	Other reason, leaving FP	4	0	4
5	Unknown reason, leaving FP	7	0	7
	Total	**48**	**0**	**48**

As a percentage of all F1 doctors each year, Figure 10 shows the reasons for leaving the Foundation Programme after successfully completing F1.

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



F2 destinations

7,078 doctors who satisfactorily completed the programme in August 2013 provided information about their next career destination. This response rate of 97.0% is similar to the reponse rates in 2012 and 2011. A small proportion (1.6%) of respondents did not provide all requested information and their responses have been excluded from the analysis.

From the responses which provided all requested information, 64.4% were appointed to specialty training in the UK. This figure is a little lower than reported in 2012 (67.0%). Table 18 shows the career destinations for F2 doctors completing FPs and AFPs.

Table 18: Career destinations for F2 doctors

Destinations for F2 doctors	FP	AFP	All F2 doctors
Specialty training in UK - run-through training programme	30.4%	21.9%	29.9%
Specialty training in UK - core training programme	29.1%	37.0%	29.6%
Specialty training in UK - academic programme	0.8%	12.7%	1.5%
Specialty training in UK - FTSTA	0.2%	0.2%	0.2%
Specialty training in UK - type of programme not specified	2.6%	2.8%	2.6%
Specialty training in UK - deferred for higher degree	0.2%	0.2%	0.2%
Specialty training in UK - deferred for statutory reasons	0.5%	0.2%	0.5%
Sub-total for specialty training in UK	***63.7%***	***75.2%***	***64.4%***
Locum appointment for training (LAT) in UK	0.6%	0.7%	0.6%
Specialty training outside UK	0.6%	0.0%	0.6%
Service appointment in UK	3.5%	3.5%	3.5%
Other appointment outside UK	4.8%	4.0%	4.8%
Still seeking employment as a doctor in the UK	7.9%	3.5%	7.6%
Still seeking employment as a doctor outside the UK	6.6%	5.4%	6.5%
Not practising medicine - taking a career break	9.7%	4.7%	9.4%
Not practising medicine - permanently left profession	0.3%	0.2%	0.3%
Other (e.g. anatomy demonstrator, further study)	2.3%	2.6%	2.3%
Total signed off, known destinations	**100.0%**	**100.0%**	**100.0%**

Reasons for not being signed off (F1 and F2)

All 25 foundation schools provided further details for F1 and F2 doctors not signed off at the end of the foundation year. Table 19 shows the breakdown of reasons for 2013.

In total, 235 (3.2%) F1 doctors and 296 (3.9%) F2 doctors were not signed off in August 2013. This compares to 3.0% of F1s and 3.0% F2s not signed off in 2012. In 2013, the total number of doctors not signed off included 48 F1 doctors and 81 F2 doctors who were training LTFT and who continued into a further year as expected.

Table 19: Reasons for not being signed off

Reasons for not being signed-off	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Less than full-time training (LTFT)	48	0	48	78	3	81
>4 weeks absence	59	1	60	98	5	103
Remedial training agreed	63	0	63	57	3	60
Left programme after extended training	7	0	7	3	0	3
Dismissed following GMC referral	5	0	5	4	0	4
Dismissed, no GMC referral	2	0	2	4	0	4
Resigned	35	0	35	30	4	34
Left programme, other reason	13	1	14	7	0	7
Left programme, unknown reason	1	0	1	0	0	0
Total	**233**	**2**	**235**	**281**	**15**	**296**

A comparison of reasons for not being signed off as a percentage of the total number of F1 doctors in the relevant schools for 2010, 2011, 2012 and 2013 is shown in Figure 11. The same information for F2 doctors is shown in Figure 12.

Figure 11: Reasons for not being signed off – F1 (year on year comparison)

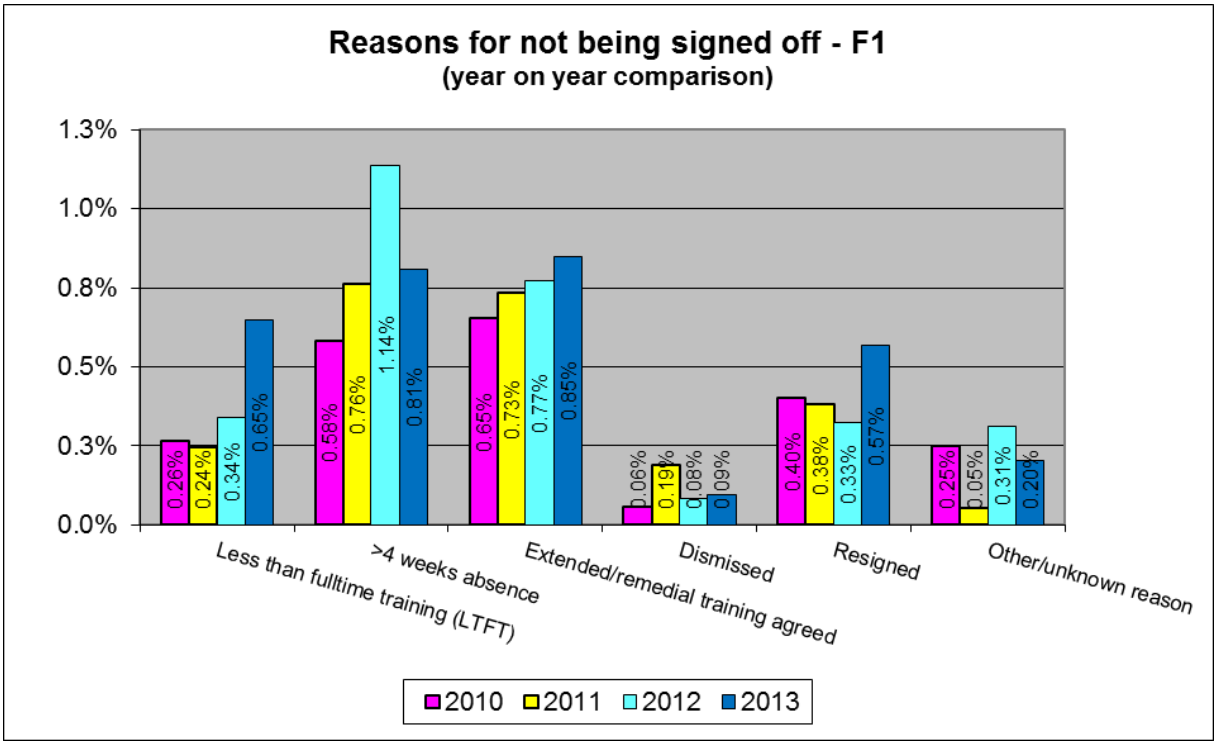
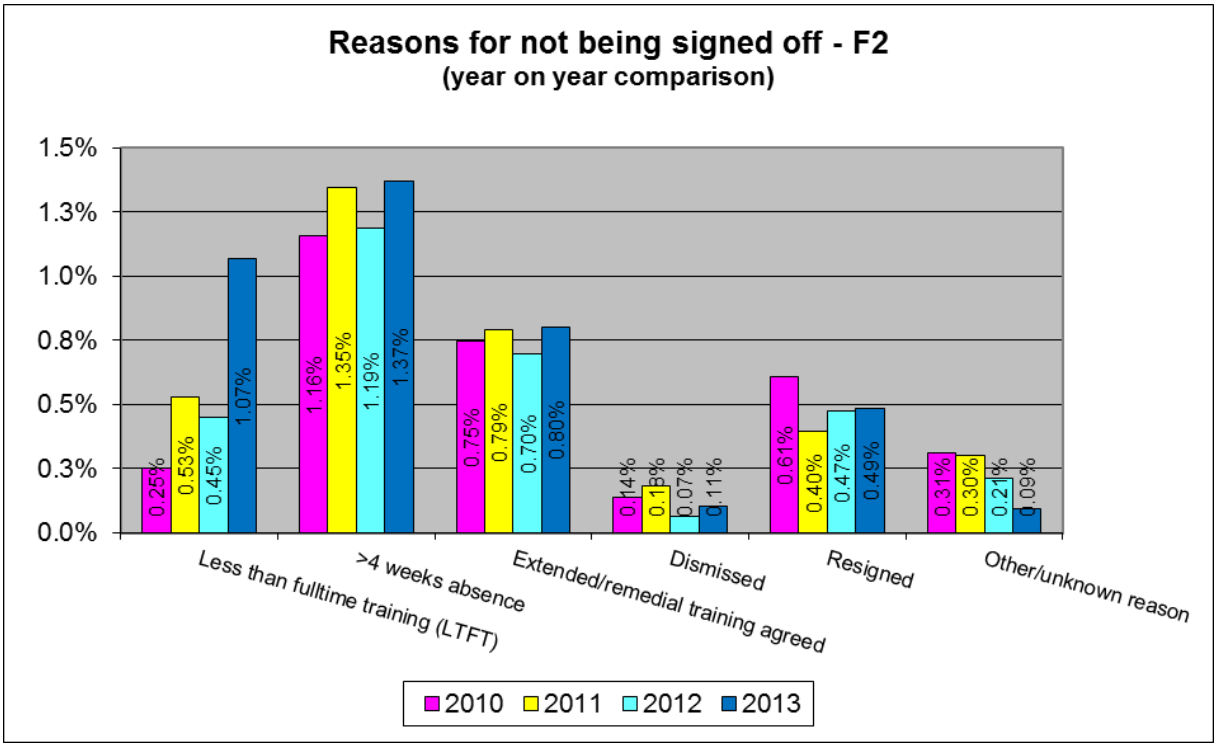


Figure 12: Reasons for not being signed off – F2 (year on year comparison)



Appeals against non-progression

Nine foundation schools received appeals against non-progression at the end of F1 and six schools at the end of F2.This compares to one school and three schools in 2012 for F1 and F2 appeals respectively. Table 20 shows the number of appeals received and the number that were successful at the end of F1 and F2 in 2013.

Table 20: Appeals against non-progression

Appeals against non-progression	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Appeals received	12	0	12	8	0	8
Decisions pending	1	0	1	0	0	0
Unsuccessful appeals	8	0	8	7	0	7
Successful appeals	**3**	**0**	**3**	**1**	**0**	**1**

The comparison between 2010, 2011, 2012 and 2013 at the point in time when the report data was provided to the UKFPO 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			
	2010	2011	2012	2013	2010	2011	2012	2013
Appeals received	2	4	4	12	6	9	3	8
Decisions pending	0	0	0	1	1	3	1	0
Unsuccessful appeals	2	2	3	8	2	5	2	7
Successful appeals	**0**	**2**	**1**	**3**	**3**	**1**	**0**	**1**

Foundation doctors in difficulty (DiD)

This section refers to doctors being supported under the foundation schools' doctors in difficulty (DiD) policies and processes. Details of identifying and managing doctors in difficulty are outlined in the *Reference Guide 2012*.

All 25 foundation schools provided information about the doctors they supported under their local DiD policy and processes, with only 24 (96%) schools monitoring doctors. A total of 193 F1s and 185 F2s were supported across the UK.

Of the 2013 F1 DiD cohort, 48/193 of the F1s were being supported as part of their repeat F1 year, i.e. these doctors had previously undergone F1 training and were not successfully signed off, hence repeating all or part of the F1 year. The principle of a 'repeat year' applies equally to F2 doctors, of which 31/185 were being monitored as part of their repeat year. The detail of repeating or first attempt at F1/F2 was not previously recorded.

A summary of all doctors monitored via the DiD processes (including those following an academic foundation programme) is shown in Table 22.

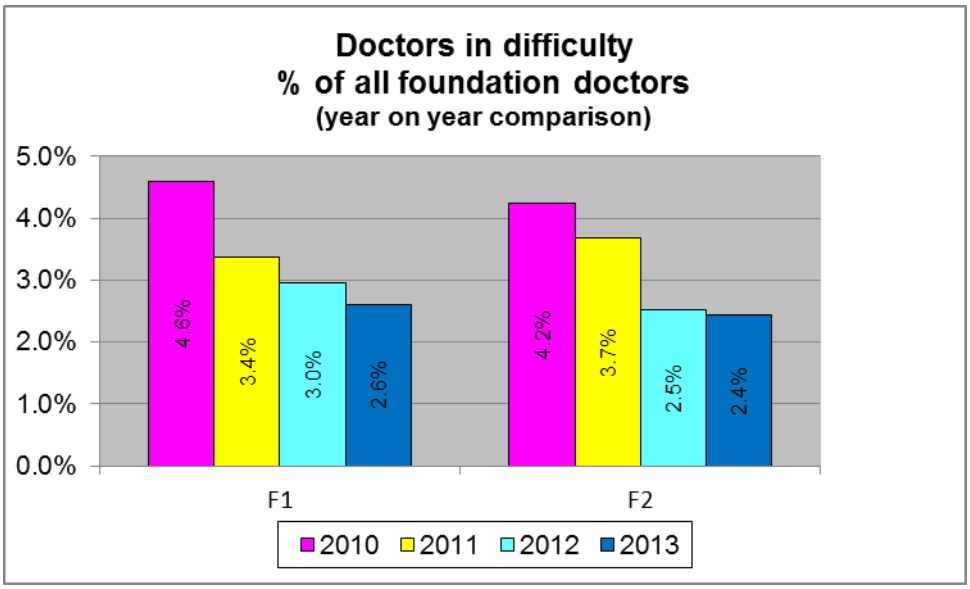
Table 22: Foundation doctors in difficulty

Doctors in difficulty	F1 (including repeat F1 doctors)		F2 (including repeat F2 doctors)	
	No.	%	No.	%
Standard FP	192	99.5%	178	96.2%
Academic FP	1	0.5%	7	3.8%
Total	**193**	**100.0%**	**185**	**100.0%**

The number of doctors being monitored in 2013 compares to 266 F1s and 311 F2s in 2010, 248 F1s and 276 F2s in 2011 and 218 F1s and 190 F2s in 2012. To show a year on year comparison, the number of doctors in difficulty has been calculated as a percentage of the total number of F1 and F2 doctors in each year. Figure 13 shows the year on year comparison.

It can be seen there has been a reported decrease in the percentage of both F1 and F2 doctors who require additional support each year.

Figure 13: Foundation doctors in difficulty (year on year comparison)



Foundation schools were asked to provide information about the number of foundation doctors being monitored who were training less than full-time (LTFT) (either in job shares or supernumerary posts) and those who were in other supernumerary posts. We also asked how many of the F1 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 and how many of them undertook the national clinical assessment and were required to pass PLAB as part of the national application process. Table 23 shows these results.

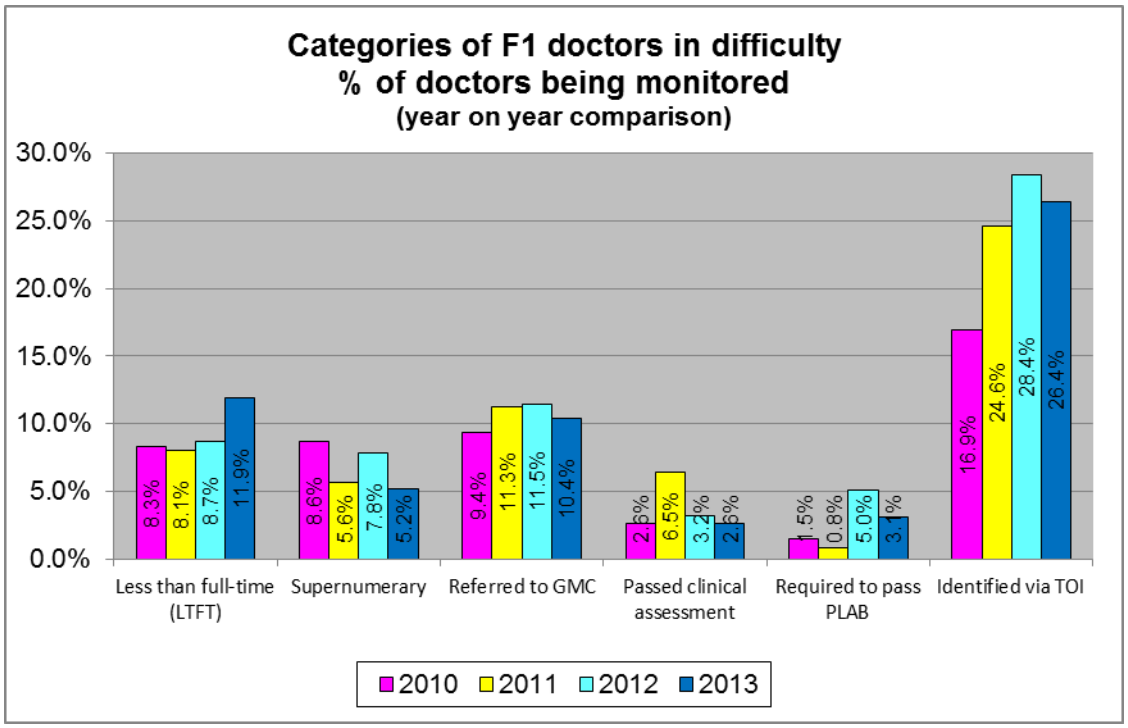
An individual foundation doctor may be included in more than one category (e.g. one doctor may be training LTFT but was also required to take the national clinical assessment).

Table 23: Categories of foundation doctors in difficulty

Number of FS affected	Category of foundation doctors in difficulty	F1 (including repeat F1 doctors)	F2 (including repeat F2 doctors)
16	LTFT	23	18
10	Supernumerary	10	4
15	Referred to GMC	20	12
5	Passed clinical assessment	5	3
4	Required to pass PLAB	6	3
16	Identified via TOI	51	30

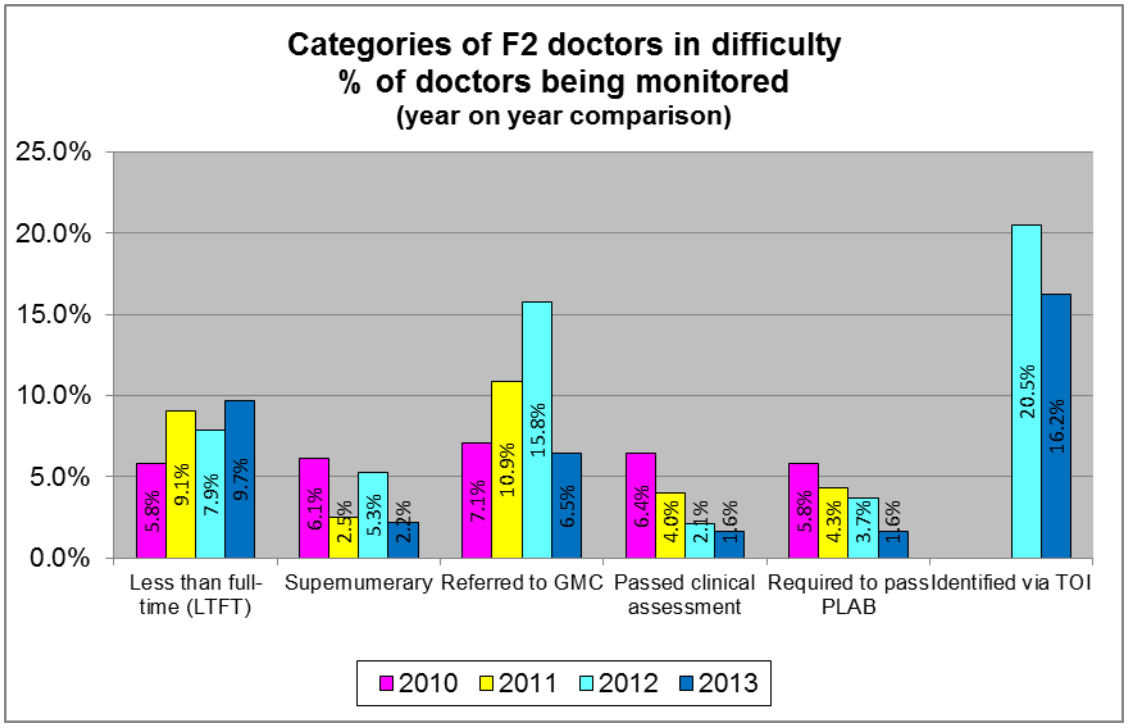
Figure 14 shows the F1 numbers represented as a percentage of the total F1 doctors being monitored for 2010, 2011, 2012 and 2013.

Figure 14: F1 doctors in difficulty by category (year on year comparison)



The same information for F2 doctors in difficulty is shown in Figure 15. Please note comparative data for doctors in DiD who were identified as possibly needing additional via the TOI process is not provided for 2010 and 2011 since the national process was only introduced for the F1 year commencing in August 2009 and ending in August 2010.

Figure 15: F2 doctors in difficulty by category (year on year comparison)



Place of qualification for foundation doctors in difficulty

For the purpose of year on year comparative data the place of qualification is categorised as UK medical school, EEA medical school (i.e. excluding the UK) and non-EEA medical school. Table 24 shows the place of qualification for doctors being monitored.

Table 24: Place of qualification for foundation doctors in difficulty

Number of FS affected	Place of qualification for foundation doctors in difficulty	F1	F2
24	UK med school	167	160
7	EEA med school (excl UK)	14	4
14	Non-EEA med school	12	21

The F1 numbers are represented as a percentage of the total number of F1 doctors being monitored in Figure 16. The same information is shown for F2 in Figure 17.

Figure 16: Place of qualification for F1 doctors in difficulty (year on year comparison)

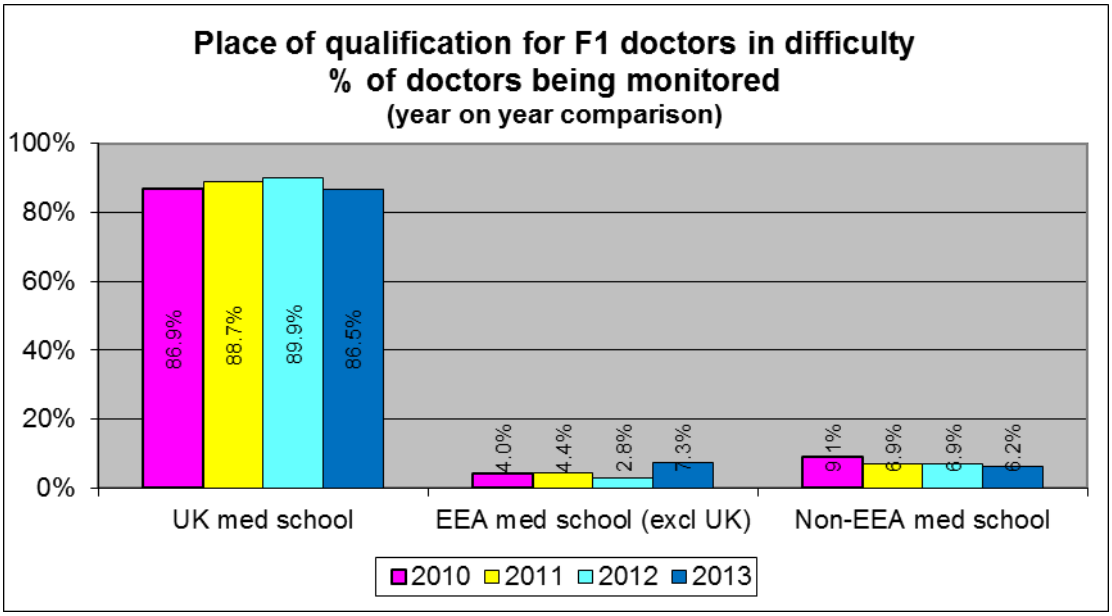


Figure 17: Place of qualification for F2 doctors in difficulty (year on year comparison)

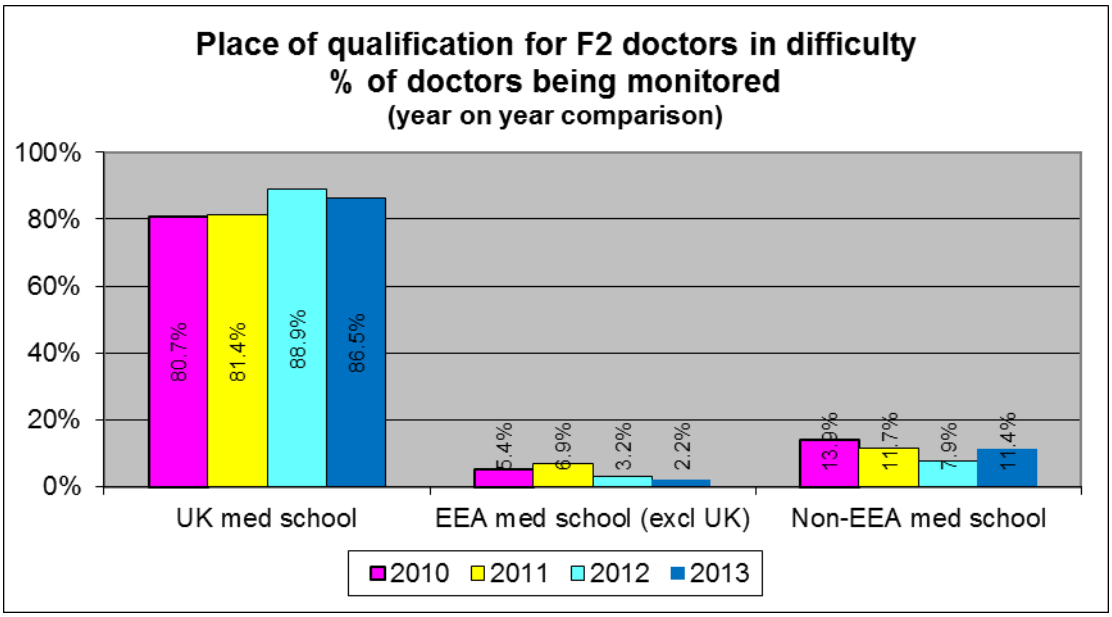


Table 25 presents the number of F1 doctors in difficulty graduating from UK, EEA or non-EEA medical schools as a percentage of the total number of doctors from each category for F1 ending in 2010, 2011, 2012 and 2013.

Table 25: Place of qualification and percentage F1 monitored (year on year comparison)

Place of qualification (F1 doctors)	% being monitored			
	2010	2011	2012	2013
UK med school	3.4%	3.1%	2.7%	2.3%
EEA med school (excl. UK)	9.9%	14.1%	7.9%	14.4%
non-EEA med school	11.4%	6.7%	12.9%	9.6%

Areas of concern for foundation doctors in difficulty

At the request of the General Medical Council (GMC), the 2013 report template was revised to include the updated domains of the GMC's *Good Medical Practice 2013* to describe the area(s) of concern for doctors in difficulty. In previous reporting years, the area(s) of concern were described using the domains as set out in *Good Medical Practice (2009)*. This resulted in the number of domains used to describe the area(s) of concern being reduced from seven to four; it is therefore not possible to give a year on year comparison for this section.

Table 26 provides the areas of concern for doctors being monitored in F1 and F2 ending in August 2013. A foundation school may have indicated more than one area of concern for an individual doctor and so the sum of each column will not necessarily equal the total number of doctors being monitored.

Table 26: Areas of concern for foundation doctors in difficulty

Areas of concern (GMC domain) for doctors being monitored	F1	F2
Knowledge, skills and performance	130	121
Safety and quality	66	51
Communication, partnership and teamwork	64	56
Maintaining trust	23	24
Unknown	6	3

Outcomes for foundation doctors in difficulty

The descriptors used to record outcomes for doctors in difficulty were subject to revision and improvement for the 2013 data set. As a result, two outcomes were subject to text changes and one outcome ('Sign-off not expected') was removed. These changes were introduced at the request of the Conference Of Postgraduate Medical Deans (COPMeD) and the Medical Schools Council (MSC) as part of their work to improve the processes for supporting doctors in difficulty.

Whilst the revised 2013 outcome descriptors are used in the relevant table and graphs, the previous descriptors are given in brackets for the purposes of year on year comparisons. For example 'Released (Dismissed)' replaces the previous descriptor 'Dismissed'.

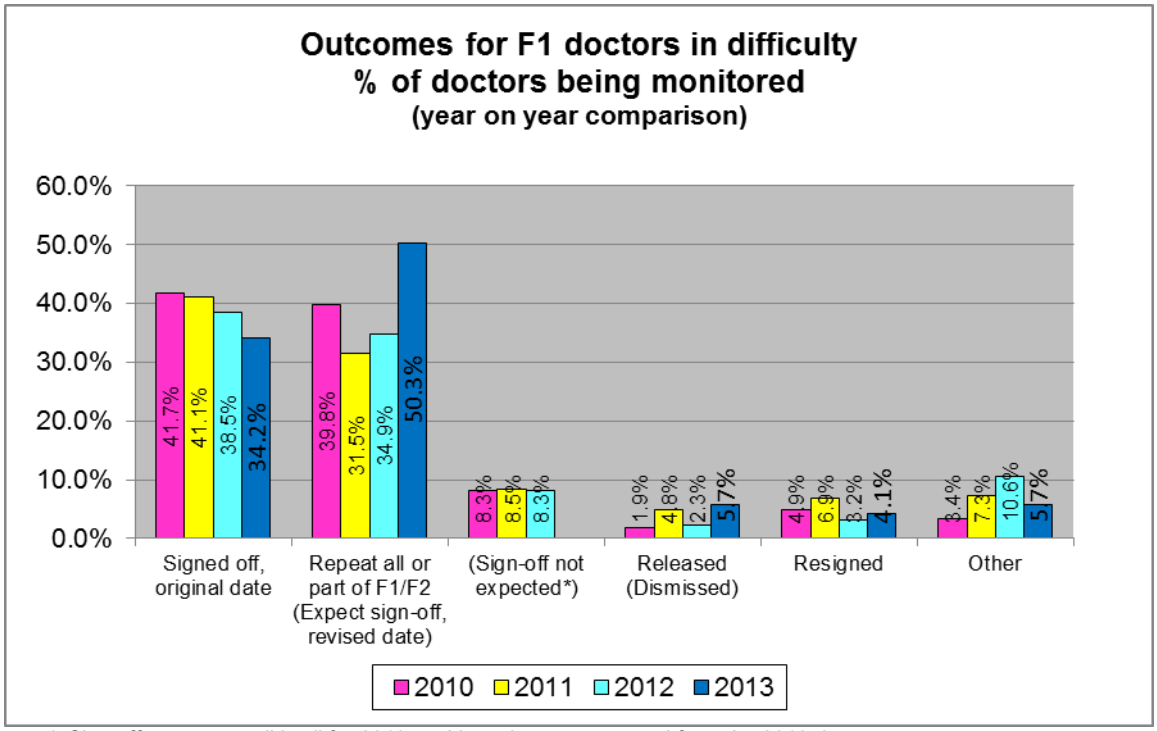
The outlook for doctors in difficulty during their foundation training remains positive, with 84.5% of the F1s and 85.9% of the F2s being signed off by the original end date of their foundation year or expected sign-off by an agreed, extended end date. The range of outcomes for doctors being monitored is shown in Table 27.

Table 27: Outcomes for foundation doctors in difficulty

Outcome for foundation doctors in difficulty	F1	F2
Signed off, original date	66	69
Repeat all or part of F1/F2 (Expect sign-off, revised date)	97	90
Released (Dismissed)	11	9
Resigned	8	8
Other	11	9
Total	**193**	**185**

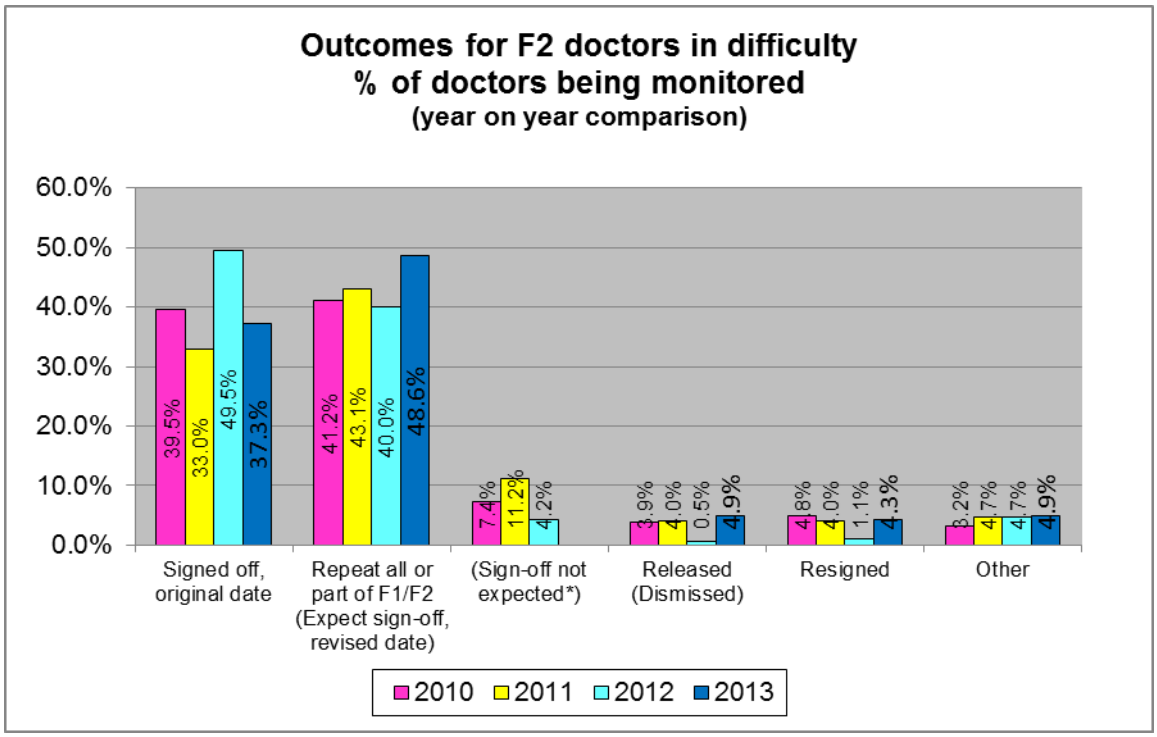
The outcomes for F1 doctors being monitored are illustrated in Figure 18 as a percentage of the total number of doctors being monitored during the year for 2010, 2011, 2012 and 2013. The same information for F2s is shown in Figure 19.

Figure 18: Outcomes for F1 doctors in difficulty (year on year comparison)



* 'Sign-off not expected' is nil for 2013 as this option was removed from the 2013 data set.

Figure 19: Outcomes for F2 doctors in difficulty (year on year comparison)



* 'Sign-off not expected' is nil for 2013 as this option was removed from the 2013 data set.

GMC referrals

Information provided by the foundation schools in the Outcome Summary section of their report returns suggests that 18 F1s and 13 F2s were subject to a GMC Fitness to Practise referral. A slight difference in values was recorded (20 F1s and 12 F2s) in the revised Doctors in Difficulty section.

For the purpose of the year on year comparison shown below, the same data source (i.e. Outcome Summary section) was used.

F1 referrals account for 0.3% of all F1 doctors and F2 referrals account for 0.2% of all F2 doctors in foundation training ending August 2013. The comparison with 2010, 2011, 2012 and 2013 is shown in Table 28.

Table 28: Doctors referred to the GMC (year on year comparison)

Foundation year	FtP referral to GMC			
	2010	2011	2012	2013
F1	0.2%	0.4%	0.3%	0.3%
F2	0.1%	0.3%	0.4%	0.2%

Section 5 – RECRUITMENT 2013

This section relates to the foundation year commencing in August 2013 and ending in August 2014.

Recruitment of F1 doctors

Foundation schools and Units of Application

For the purposes of the academic and national application rounds, some foundation schools combine to form a single unit of application (UoA). During the national application process for the Foundation Programme commencing in August 2013 (FP 2013), there were 25 foundation schools but 21 UoAs. For the recruitment round for the Academic Foundation Programme commencing in August 2013 (AFP 2013) there were 15 academic units of application (AUoAs). The information in this report is shown at foundation school level and not A/UoA.

Eligibility checking

The eligibility for UK medical students wishing to apply to the Foundation Programme or Academic Foundation Programme was confirmed by their UK medical school. For applicants who were not graduates of a UK medical school or who qualified from a UK medical school prior to August 2011, their eligibility was checked nationally by the UKFPO's Eligibility Office before the application period opened.

The UKFPO's Eligibility Office assessed the eligibility of 714 potential applicants. Of those, 234 were fully eligible to apply for FP 2013 and 41 were eligible subject to passing PLAB. A further 21 were eligible to apply but were not considered as they did not have the right to work in the UK and there were sufficient fully eligible applicants to fill all available places at the time of allocation.

As part of the academic and national application processes, any graduate who qualified more than two years prior to the start of the Foundation Programme they are applying for, had to undertake a clinical skills assessment. Of the 144 applicants who undertook clinical skills assessments for FP/AFP 2013, 88 passed and 56 failed.

Recruitment process for AFP vacancies

For the first time, AFP 2013 applicants completed online application forms at the same time as completing their FP application on the Foundation Programme Application System (FPAS). AUoAs undertook local short-listing and interviews according to local criteria. Offers were issued to the highest scoring applicants via the system on a single date with a national deadline for these initial offers to be accepted or rejected. Any unfilled places were then offered to reserve list applicants through a cascade process managed by each AUoA.

The 25 foundation schools reported that 480 (96.9%) AFP places were filled at the start of August 2013.

National application process for FP vacancies

Recruitment to FP vacancies is managed via a national application process, followed by local management of matching successful applicants to particular programmes and undertaking pre-employment checks before issuing a contract of employment. The national application process is managed by the UKFPO and is supported by FPAS.

There were 7,242 vacancies advertised on FPAS for the national application process for FP 2013 and 7,537 applications at the time of allocation (excludes those who accepted an AFP posts and those withdrawn from the process prior to the allocation date).

The 7,242 top scoring applicants were allocated to places through the initial allocation in March 2013, with 295 applicants being placed on the reserve list for allocation in batches on pre-determined dates to vacancies that subsequently became available (i.e. a previously allocated applicant was withdrawn from the process). Each year a number of doctors who are allocated through the national process are subsequently withdrawn and their application is not progressed. 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. All 295 reserve list applicants were allocated before the end of the national process.

Pre-allocation on the grounds of special circumstances

Applicants in the national application process for FP vacancies 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 2013 a total of 243 requests for pre-allocation were approved. The categories for the 243 pre-allocation approvals were: parent or guardian of a child under 18 (157); primary carer for a disabled person (25); applicant has a health condition which requires local follow-up (51); or applicant requires local educational support (10).

Local recruitment to any remaining vacancies at the end of the national process

The Conference of Postgraduate Medical Deans of the UK (COPMeD) confirmed that the guidance for filling any remaining vacancies at the end of the national process remained consistent with the previous year. Such vacancies should be advertised as one-year locum appointments for service (LAS) which according to GMC regulations require full GMC registration. Some postgraduate deaneries/foundation schools derogated from this guidance and locally recruited to one-year training programmes at F1 level.

Table 29 shows the number of F1 doctors appointed following national allocation, via the academic recruitment round and via local recruitment.

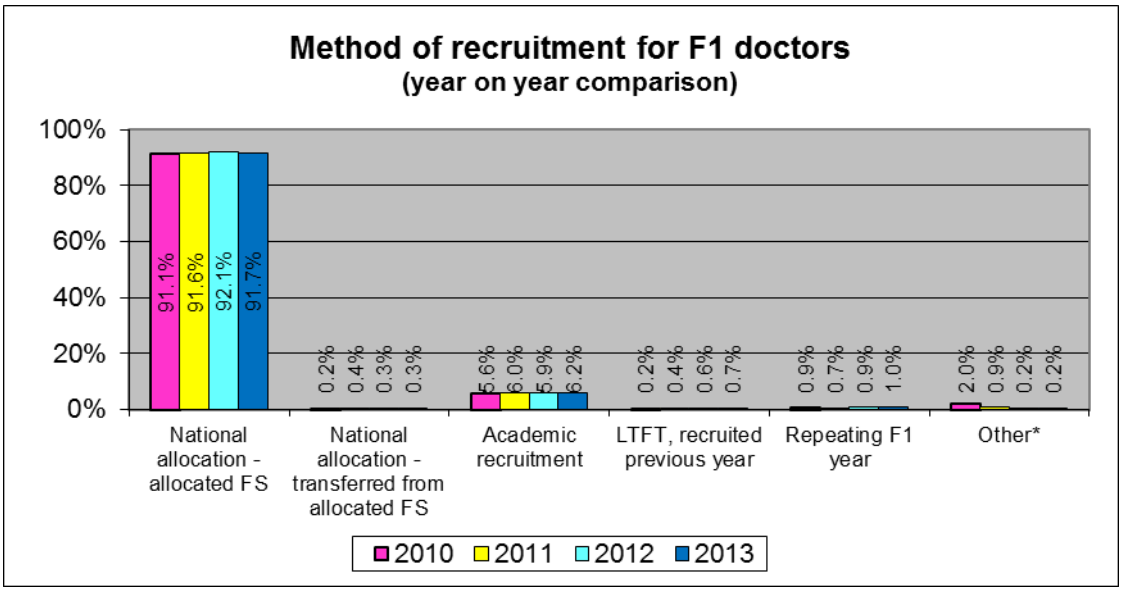
Table 29: Recruitment of F1 doctors

Number of FS	Recruitment of F1 doctors	Total
25	National allocation - allocated FS	7,123
13	National allocation - transferred from allocated FS	25
23	Academic recruitment	480
16	LTFT, recruited previous year	51
20	Repeating F1 year	80
5	Other*	12
	Total F1 doctors	**7,771**

* includes 1-year posts, returners from maternity leave and supernumerary flexible trainees

Figure 20 shows a year on year comparison of the recruitment of F1 doctors.

Figure 20: Method of recruitment for F1 doctors (year on year comparison)



Recruitment of F2 doctors

Many F2 doctors are starting the second year of a two-year programme and so they are not appointed at F2, but are locally allocated to an F2 rotation. However, some foundation schools recruit additional doctors at F2 level. For one-year F2 posts commencing in August 2013 there was no national process and so any stand-alone F2 vacancies were filled via local recruitment processes at each foundation school.

All 25 foundation schools provided details of how their F2 doctors were appointed for training commencing in August 2013.

Table 30 shows that 6,652 F2 doctors started the second year of the Foundation Programme in the same foundation school, with 22 doctors 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 407 of F2 doctors. A total of 88 F2 places were filled by doctors needing to repeat all or part of their F2 year.

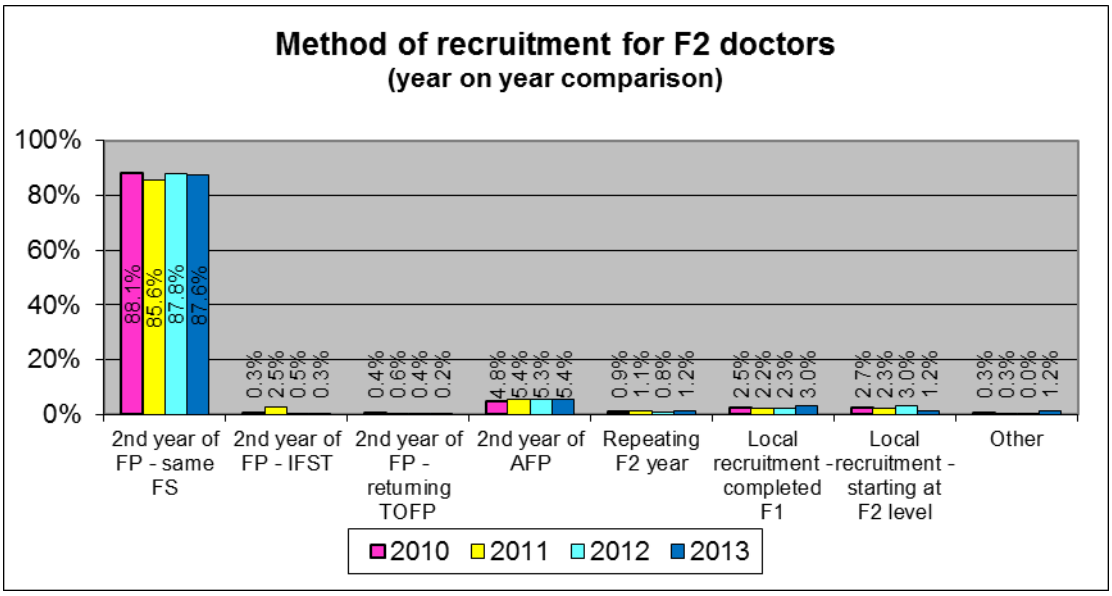
A total of 323 doctors were appointed to one-year F2 posts and commenced work at the start of August 2013.

Table 30: Recruitment of F2 doctors

Number of FS	Recruitment of F2 doctors	Total
24	Starting year 2 of two-year programme - same FS	6,652
14	Starting year 2 of two-year programme - IFST	22
12	Starting year 2 - returning from approved TOFP	14
21	Starting year 2 of two-year AFP	407
18	Repeating F2 year	88
17	Local recruitment one-year post (completed F1 post)	229
17	Local recruitment one-year post (starting at F2 level)	94
3	Other	89
	Total	**7,595**

Figure 21 shows the percentage of F2 doctors appointed by the different methods for the last four years.

Figure 21: Method of recruitment for F2 doctors (year on year comparison)



Place of qualification

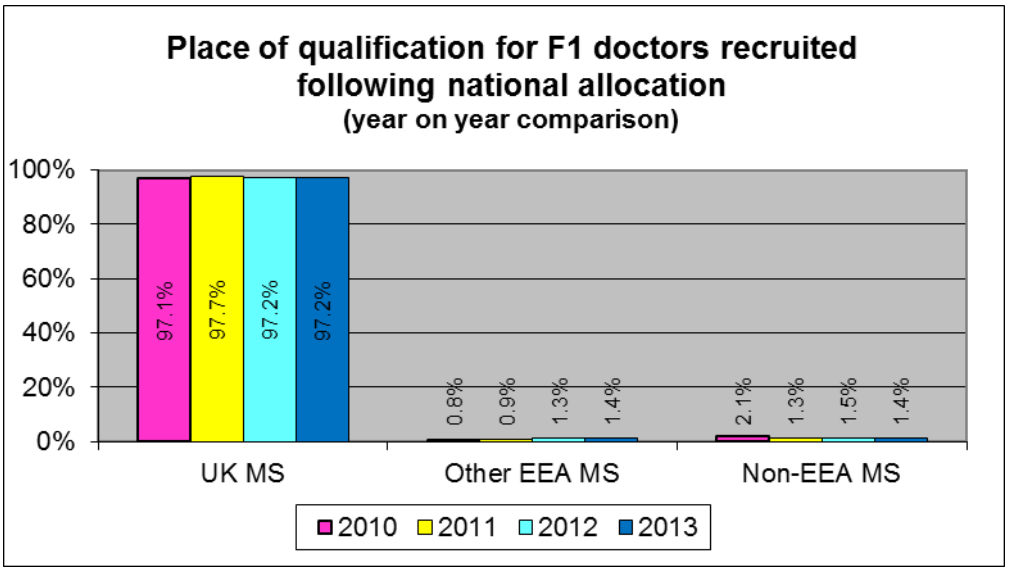
The majority of doctors starting the Foundation Programme each year are appointed following allocation through the national application process. Medical students from around the world are able to apply to the Foundation Programme each year, provided they meet all the eligibility criteria. Figure 22 shows the place of qualification for F1 doctors appointed via the national application process. Data was 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 (97.2%) of F1 doctors qualified at a UK medical school. Of the remaining appointees, 1.4% qualified at an EEA medical school (excluding the UK) and 1.4% qualified from a non-EEA medical school.

The figures do not necessarily match the percentage split for place of qualification for the total number of applicants *allocated* during the FP 2013 application round. This is because some allocated applicants will not have started the Foundation Programme due to being withdrawn from the process, e.g. they failed final examinations or did not pass local pre-employment checks.

Figure 22 shows a year on year comparison for the percentage of appointees (i.e. those who started work) who qualified from each category of medical school.

Figure 22: Place of qualification for F1 doctors (year on year comparison)



Appendix 1 - Academic Foundation Programme

For purposes of this report, the Academic Foundation Programme (AFP) includes those associated with research, medical education, management and leadership, pharmaceutical and e-learning placements. This section of the report refers to the foundation training year starting in August 2012 and ending in August 2013.

Number of Academic Foundation Programme places

Of the 25 UK foundation schools, 20 reported AFP places at F1 and 24 schools reported AFP places at F2 level. Across these schools a total of 434 F1 places and 495 F2 places (two-year programmes plus one-year posts) were available, with a total of 420 F1 and 480 F2 places being filled. As with the last two years, the majority (79.0%) of AFPs were in research.

Tables 31 and 32 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 31: AFP places available and filled by category (F1)

Number of FS	Category of Academic FP	F1 - part of 2-year programme	
		Available	Filled
18	Research	349	338
6	Medical education	32	31
2	Management / leadership	20	18
2	Other programmes	33	33
	Totals	**434**	**420**

Table 32: AFP places available and filled by category (F2)

Number of FS	Category of Academic FP	F2 - part of two-year programme		F2 - stand-alone posts		F2 Total	
		Available	Filled	Available	Filled	Available	Filled
22	Research	354	349	31	31	**385**	**380**
9	Medical education	50	49	6	6	**56**	**55**
2	Management / leadership	20	18	0	0	**20**	**18**
2	Other programmes	34	27	0	0	**34**	**27**
	Totals	**458**	**443**	**37**	**37**	**495**	**480**

Figure 23 shows the total number (F1 plus F2) of two-year Academic Foundation Programme places available and filled for each category.

Figure 23: Category of AFP places available and filled (two-year programmes)

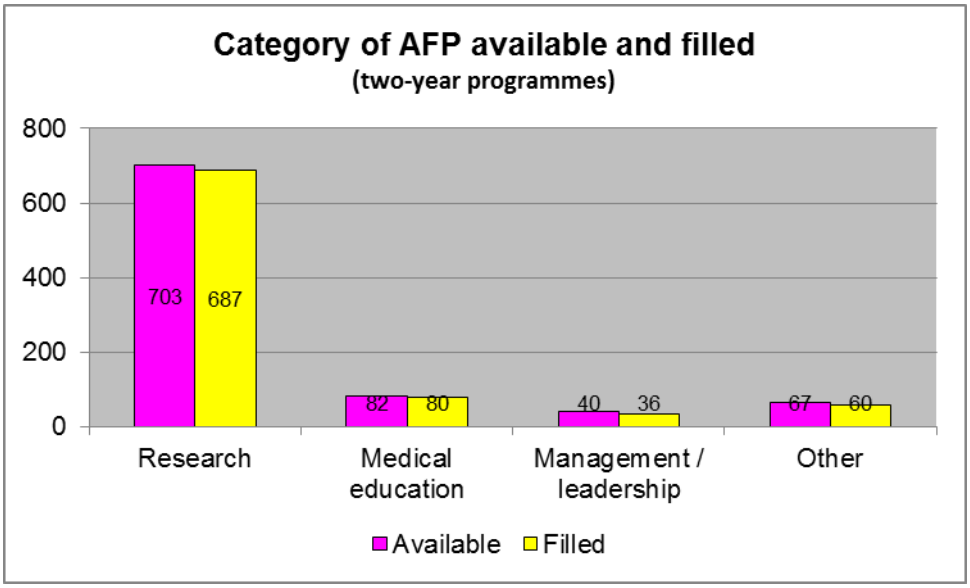


Figure 24 shows that one-year academic F2 posts are only offered in the categories of Research and Medical education; standalone F2s were not available in Management/leadership or any other category.

Figure 24: Category of AFP places available and filled (one-year F2 posts)

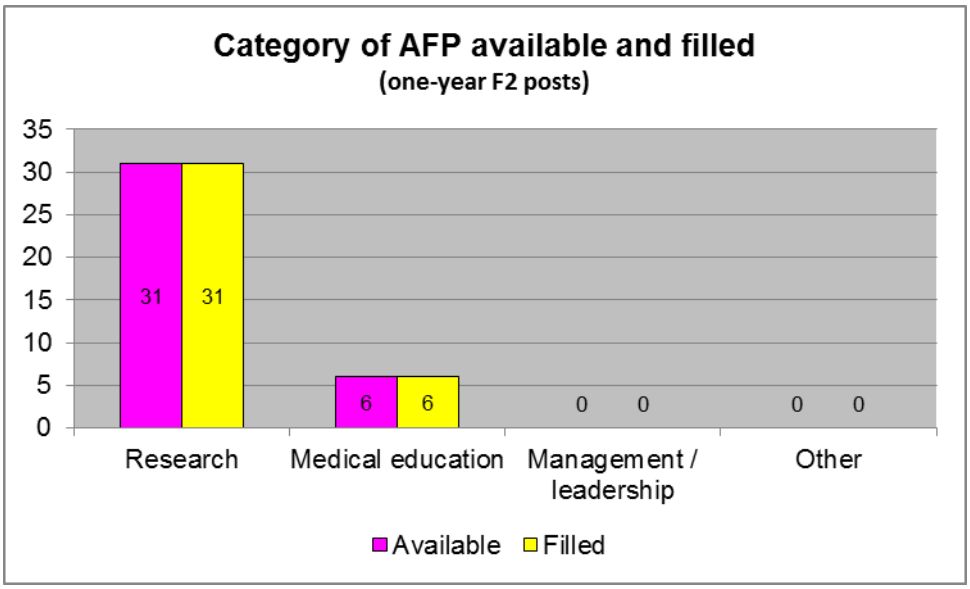


Figure 25 shows the number of each category of academic programmes as a percentage of the total number of AFP places offered across all foundation years, including both two-year programmes and standalone F2 posts. Figure 26 gives the year on year comparison.

Figure 25: Percentage categories of AFP

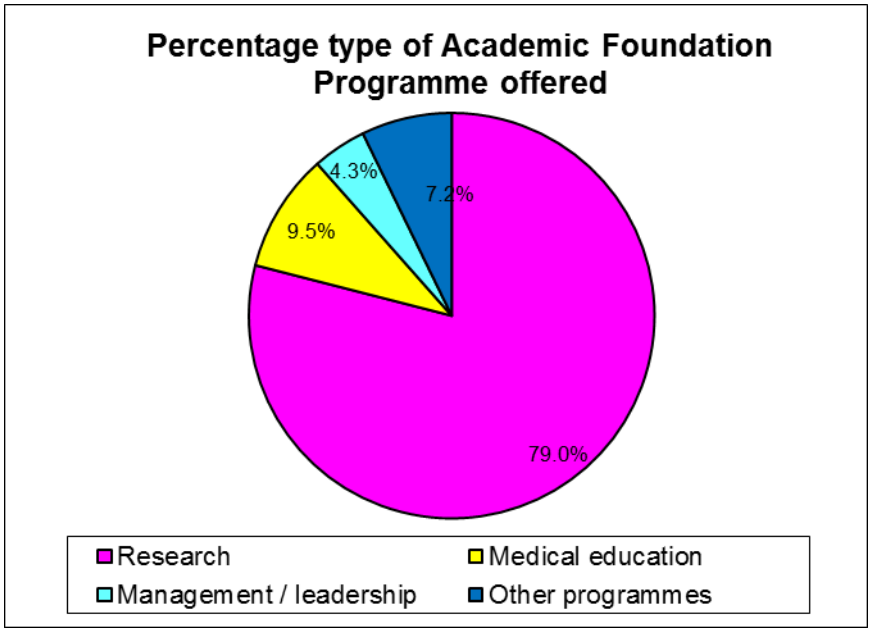
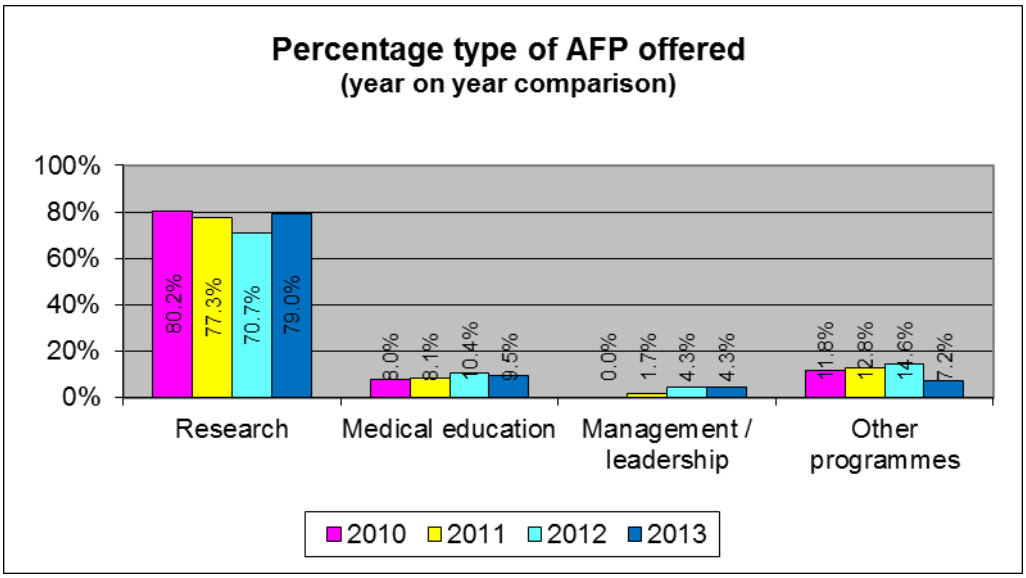


Figure 26: Percentage type of AFP offered (year on year comparison)



Unfilled Academic Foundation Programme places

A total of 14 F1 and 15 F2 places remained unfilled at the start of the Academic Foundation Programme in August 2012. The reasons for these gaps are shown in Table 33.

Table 33: Reasons for unfilled AFP places

Reasons for unfilled AFP places in August 2012	AFP year	
	F1	F2
Appointee not identified by August 2012	6	10
Appointee transferring to a flexible training programme too late to find a replacement	0	1
Appointee resigned too late to find a replacement	0	4
Appointee failed finals too late to find a replacement	8	
Total	**14**	**15**

The unfilled places accounted for 3.2% of all F1 AFP places and 3.0% of F2 AFP places. This compares to 0.9% and 1.4% for 2012, 1.4% and 0.09% for 2011 and 2.2% and 3.0% in 2010 respectively.

Academic Foundation Programme outcomes and career destinations

All 20 foundation schools with AFPs at F1 level provided information regarding the outcome and next career destination for F1 doctors in AFPs. From the 20 schools, a total of 418 (99.5%) F1s in AFPs successfully completed their F1 year, with 2 (0.5%) doctors not being signed off.

Table 34 shows the next career destination for all AFP F1 doctors who successfully completed the F1 year.

Table 34: Destinations for AFP F1 doctors

Destinations for AFP F1 doctors	No.	%
F2 same school	416	99.0%
Other - continuing FP	2	0.5%
Total	**418**	**99.5%**

All 24 foundation schools with AFPs at F2 level provided information regarding the outcomes and career destinations for foundation doctors completing their AFP F2 year in August 2013. The 24 schools reported that a total of 461 (96.8%) AFP doctors were signed off at the end of their F2 year, with 15 (3.2%) doctors not being signed off.

The numbef of F2 doctors who successfully completed their AFP training and provided details of their next career destination is 424 (92.0%). Of the known career destinations, 319 (75.2%) doctors were appointed to specialty training in the UK. This compares with 63.7% of doctors completing a standard foundation programme. Table 35 shows the career destinations reported.

Table 35: Career destinations for AFP F2 doctors

Destinations for AFP F2 doctors	No	%
Specialty training in UK - run-through training programme	93	21.9%
Specialty training in UK - core training programme	157	37.0%
Specialty training in UK - academic programme	54	12.7%
Specialty training in UK - FTSTA	1	0.2%
Specialty training in UK - type of programme not specified	12	2.8%
Specialty training in UK - deferred for higher degree	1	0.2%
Specialty training in UK - deferred for statutory reasons	1	0.2%
Sub-total for specialty training in UK	***319***	***75.2%***
Locum appointment for training (LAT) in UK	3	0.7%
Specialty training outside UK	0	0.0%
Service appointment in UK	15	3.5%
Other appointment outside UK	17	4.0%
Still seeking employment as a doctor in the UK	15	3.5%
Still seeking employment as a doctor outside the UK	23	5.4%
Not practising medicine - taking a career break	20	4.7%
Not practising medicine - permanently left profession	1	0.2%
Other (e.g. anatomy demonstrator, further study)	11	2.6%
Total signed off, known destinations	**424**	**100.0%**

Academic foundation doctors not signed off

For the academic foundation year ending in August 2013, 2 doctors were not signed off at the end of AFP F1 and 15 were not signed off at the end of AFP F2. Table 36 shows the reasons for doctors (F1 and F2) not being signed off at the end of their AFP year.

Table 36: Reasons for AFP doctors not being signed off

Reasons for not being signed-off	F1	F2
	AFP	AFP
Less than full-time training (LTFT)	0	3
>4 weeks absence	1	5
Extended/remedial training agreed	0	3
Resigned	0	4
Left programme, other reason	1	0
Total	**2**	**15**