

Applying to the 2025 Foundation Programme



Foundation Schools across the four nations

There are 18 Foundation Schools (also known as Units of Application or “UoAs”)

NHS England (NHSE) Foundation Schools in England	
East of England	Severn
Kent, Surrey & Sussex	Trent
Leicestershire, Northamptonshire, Rutland	Wessex
London	West Midlands Central
North West of England	West Midlands North
Northern	West Midlands South
Oxford (Thames Valley)	Yorkshire & Humber
Peninsula	

Health Education and Improvement Wales (HEIW)

Wales Foundation School

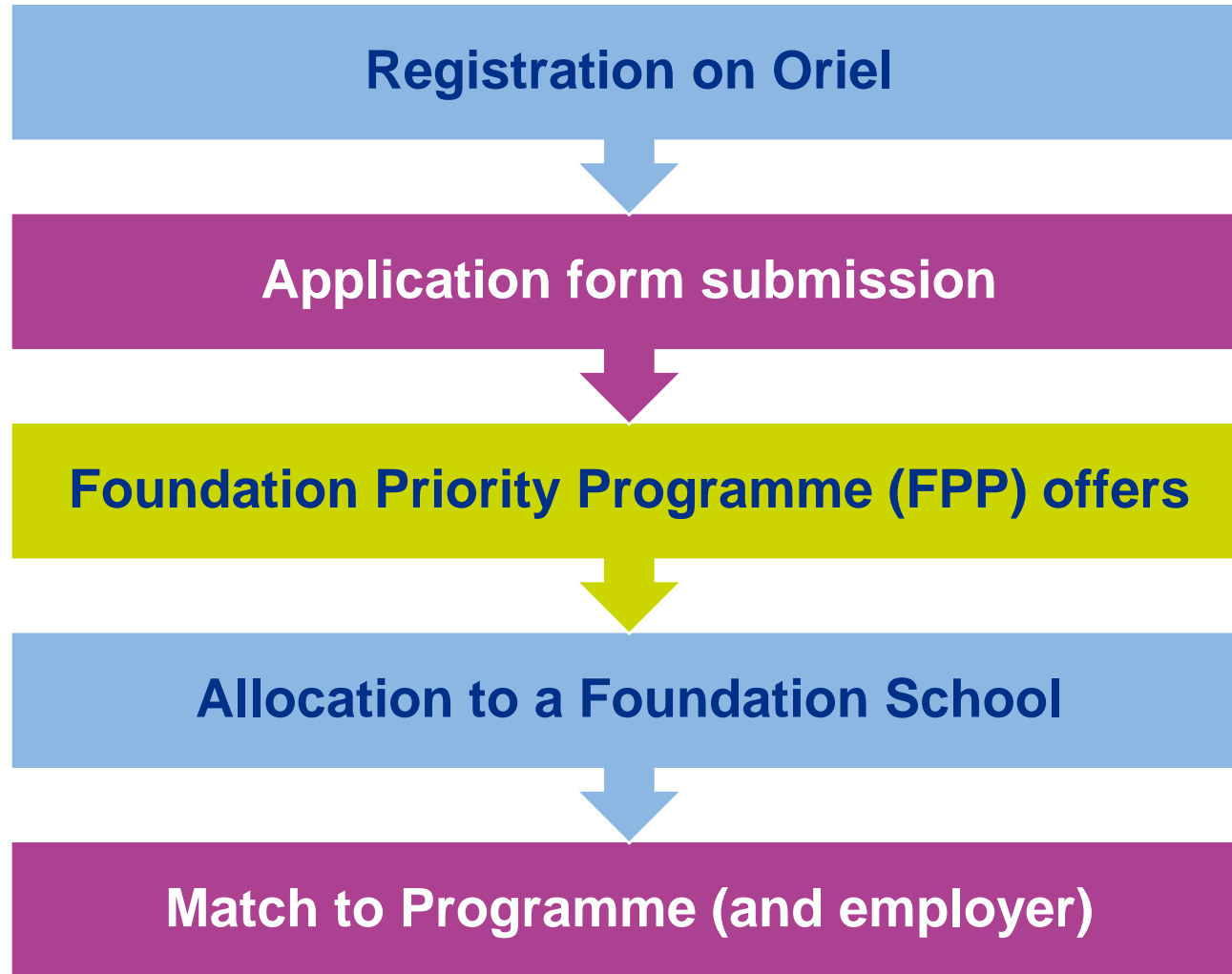
NHS Education for Scotland (NES)

Scotland Foundation School

Northern Ireland Medical and Dental Training Agency (NIMDTA)

Northern Ireland Foundation School

National application timeline



Application Dates

Registration on Oriel

- From 17 September 2024 (09:00 BST)
- Nominated UK medical school applicants receive an email with a link to register and confirm their nomination on Oriel.

National application window

- **Opens 25 September 2024 (09:00 BST)**
- **Closes 09 October 2024 (12:00 midday BST)**

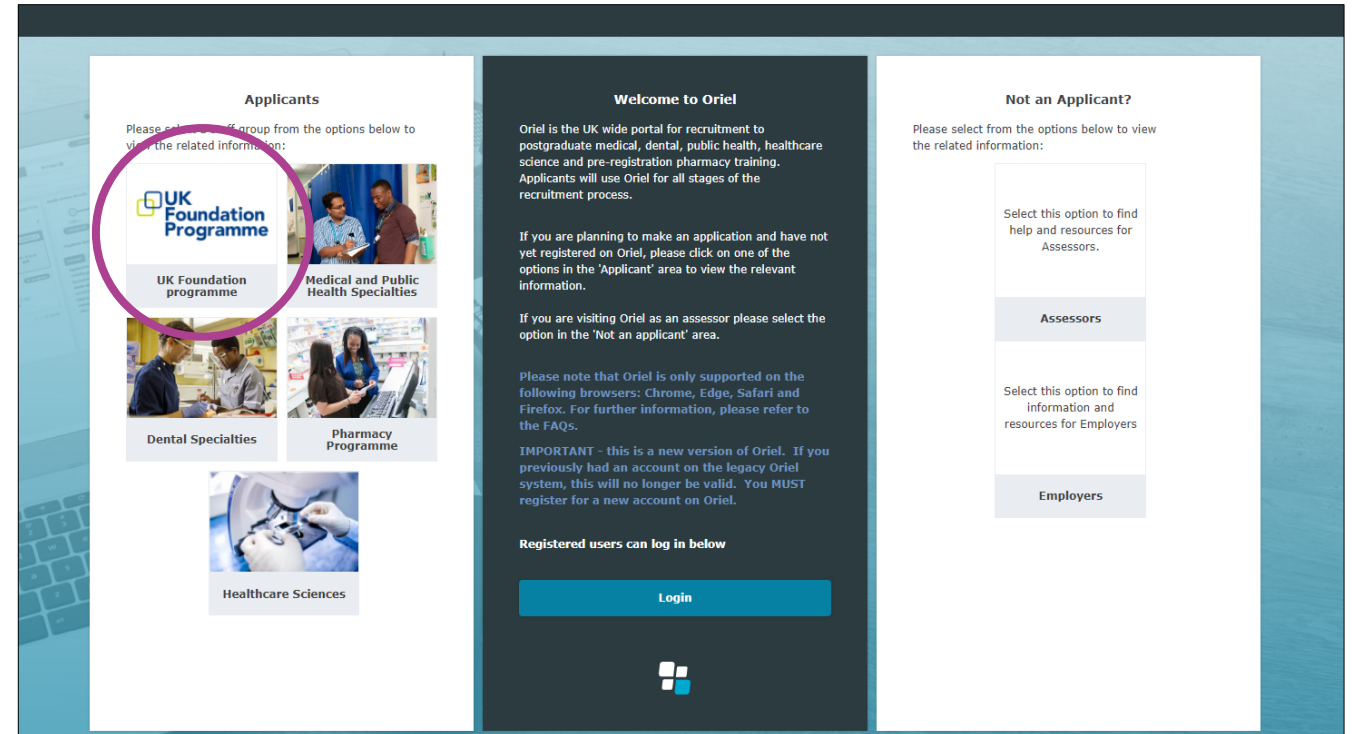
No late applications considered under any circumstances

Oriel

Oriel is the UK wide portal for recruitment to postgraduate medical, dental, public health, healthcare science and foundation pharmacy training.

The application system is used to manage applications and the allocation process for the Foundation Programme (FP and FPP vacancies).

UK medical school applicants must not create an account on Oriel.
Please only use the link emailed to you to register on Oriel.



The screenshot shows the Oriel website homepage with three main columns. The left column is titled 'Applicants' and contains a grid of links: 'UK Foundation programme' (circled in purple), 'Medical and Public Health Specialties', 'Dental Specialties', 'Pharmacy Programme', and 'Healthcare Sciences'. The middle column is titled 'Welcome to Oriel' and contains a dark background with white text, including a 'Login' button and a Microsoft logo. The right column is titled 'Not an Applicant?' and contains a light background with a 'Assessors' button and an 'Employers' button.

www.oriel.nhs.uk

UK Medical School Nomination

UK applicants are nominated by the medical school

- Applicants who are expecting to qualify from a UK medical school **by 5 August 2025, or qualified on or after 6 August 2023** are nominated by their medical school as eligible to apply for the UKFP.
- Military applicants are not required to apply via Oriel and therefore do not need to be nominated. Training programmes are organised separately by the Defence Deanery.
- If you have qualified from a UK medical school **on or prior to 05 August 2023**, you must apply via the Eligibility application process first (you cannot be nominated by your medical school).

Eligibility Application Process

This is a pre-application process used by the UKFPO to determine if an applicant is eligible to apply to the 2-year FP

- UK graduates are only required to apply via this route if they have qualified from a UK medical school **on or prior to 05 August 2023**.
- Applicants who are studying at or have qualified from a UK medical school campus outside of the UK, i.e. St George's University of London in Cyprus, Newcastle University Medicine in Malaysia (NUMed), or Queen Mary University of London in Malta must also apply via the Eligibility route. (This applies to both non-UK applicants and settled UK nationals).
- The Eligibility application window is open 03 – 23 July 2024 (12:00 midday BST)

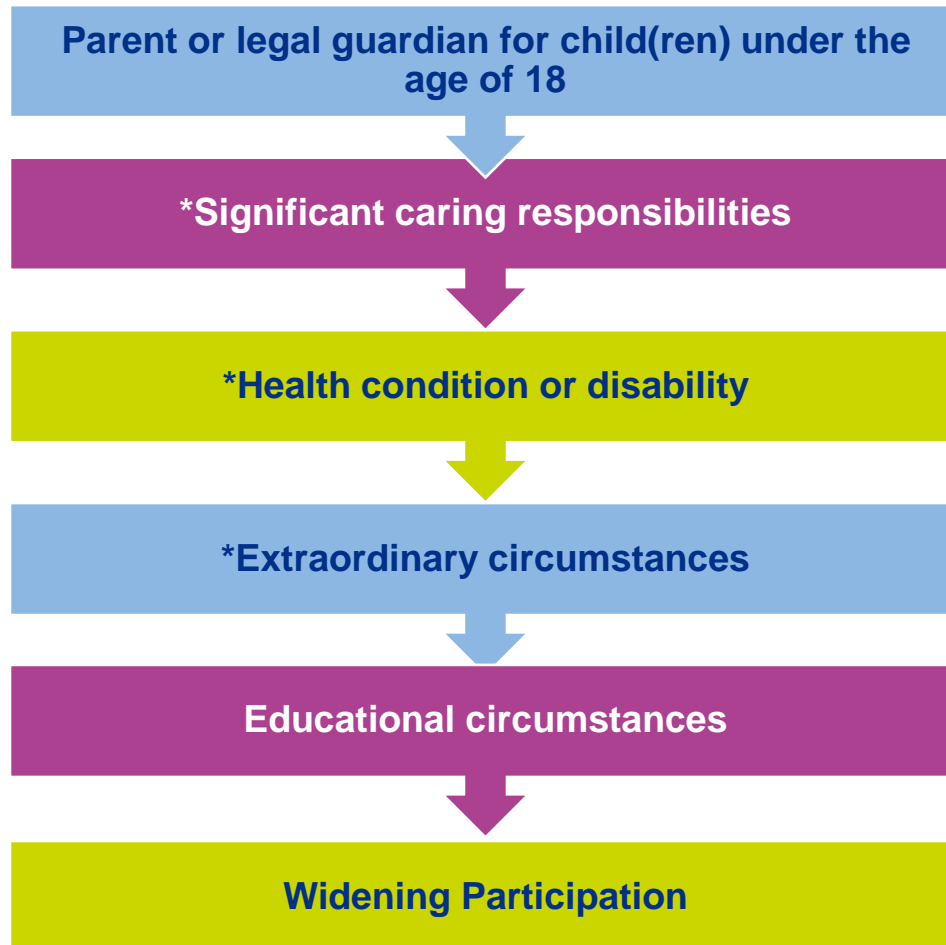
One application form on Oriel

- **One all-encompassing application form**, applicants will only submit one main application form that will include:
- The option to apply for Foundation Priority Programmes (FPP)
- The option to apply for Pre-Allocation (an additional form and supporting evidence is required for this).

Linked Applications

- Both applicants must preference foundation schools in the same order
- Linking is only possible for FP (it is not possible for FPP)
- Links will **not be** honoured if: -
 - a) Either or both applicants accept an FPP programme
 - b) The PIA algorithm is unable to match both applicants to the same school
 - c) Either or both applicants are pre-allocated to a foundation school
- Linked applicants will be allocated to school according to the **lower ranked** applicant
- Local foundation school programme matching policies vary at group/programme level

Pre-allocation Criteria



These are the criteria for pre-allocation to a foundation school for UKFP 2025.

*Note that the titles of some of these criteria have changed for 2025. “Significant caring responsibilities” now includes both significant and primary caring responsibilities.

Applications can only be made under **one** criterion, and supporting evidence must be provided at the time of application.

Additional or omitted evidence will **not** be accepted after the submission of the application (or during the appeals process)

Pre-allocation - general information

- Application is via Oriel (as part of main application form)
 - Word application forms for completion (on UKFPO website)
 - Evidence (completed form and supporting documents) required to be uploaded to Oriel
- Circumstance(s) must be relevant at the time of application
- Requested foundation school must be preferenced **first**
- Not applicable for FPP
- Applicants cannot link
- Applications will be considered by a national panel

National Allocation

Preference Informed Allocation (PIA)

Allocation to a Foundation School takes place in spring 2025

- Every eligible applicant who remains in the Foundation Programme application process after allocation to FPP programmes, will be given a computer-generated rank by the Oriel system.
- The ranking will not be informed by performance at medical school.
- Linked applicants will be allocated based on the lower ranked applicant of the pair

National Allocation

Preference Informed Allocation (PIA)

The Oriel application system will use an algorithm that will work through the list of applicants in computer-generated 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 there are places available in an applicant's first choice foundation school, they will be allocated a place in that school. If no places are available in their first-choice foundation school, that individual applicant will be skipped over and the algorithm will continue to work through the full list of applicants, giving as many as possible their first preference. It will do this until it reaches the end of the applicant list.

Pass 2 – Allocating unplaced applicants

- Next, 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 preferenced foundation school which still has available places. It will do this until it reaches the end of the applicant list.

Specialised Foundation Programmes (SFP)

- SFP programmes allow foundation doctors to explore academia/education/leadership as a career at the same time as developing clinical and generic skills
- Foundation doctors are allocated an academic or specialised supervisor
- The process for 2025 SFP recruitment is changing in England, Scotland and Northern Ireland. Details of this process will be confirmed in due course.
- The process in Wales remains the same (SFP programmes are matched to applicants as part of the main allocation process).

Foundation Priority Programmes (FPP)

- Incentives for these posts include financial benefits, teaching and leadership opportunities and specialty experiences (look on foundation school websites for details)
- Select FPP in main application form if you wish to apply
- You are required to preference individual FPP programmes
- FPP offers will take place before national allocation to foundation schools
- Offers will be made based on a computer-generated rank, and preferences for FPP.
 - The rank generated for FPP will be different to the rank generated as part of the PIA algorithm in the main FP allocation process.
- If you accept an FPP offer, your FP application will be automatically withdrawn

Supporting Trainees Entering Practice (STEP)

- Supports transition from medical school to foundation training; two-way transfer
- Health and welfare, educational progress and professional performance, and patient safety
- Students complete STEP form online
- Medical school endorses information
- <https://foundationprogramme.nhs.uk/resources/supporting-trainees-entering-practice-step/>

Mandatory Shadowing and Induction

- All new F1s are required to attend a mandatory period* of shadowing and induction. They will shadow the F1 whose job that they will be taking up and completing the relevant aspects of trust-based induction prior to the official start of their F1 post on the first Wednesday of August.
- This shadowing period aims to help equip new medical graduates with the local knowledge and skills needed to provide safe, high quality patient care, from their first day as an F1 doctor.
- Applicants should take care not to book holidays or important events (e.g. weddings) during the mandatory shadowing and induction week

* The exact duration of the mandatory shadowing and induction period varies by employer and foundation school but will be a minimum of 4 working days.

Employment

Employer responsibilities:

- Pre-employment checks, including occupational health and reasonable adjustments
- References
- Pay
- Pension
- Rotas
- Contract of employment
- Accommodation (if applicable)
- Programme/timetable for mandatory F1 shadowing and induction



Useful Tips



Do not leave your registration and application to the last minute!
Late applications are not accepted under any circumstances !
Applications cannot be amended once submitted.



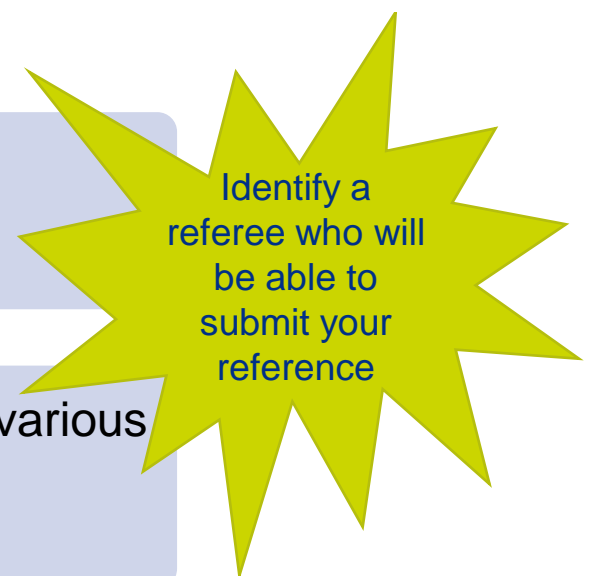
Ensure you read the applicant guidance carefully and refer back to it at various parts of the application process. Guidance can be found on the [UKFPO website](#)



Check your Oriel account and registered email address for updates regularly



Add important dates to your diary. Always refer to the UKFPO website for the latest timeline and updates.



Identify a referee who will be able to submit your reference

Thank you for listening!

Any questions?

helpdesk@foundationprogramme.nhs.uk

www.foundationprogramme.nhs.uk