



Foundation Programme Annual Report 2012

UK Summary

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EXECUTIVE SUMMARY

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 an appendix regarding the Academic Foundation Programme. Comparative data is provided for 2010 and 2011 wherever appropriate. The key findings are set out below.

Foundation schools 2011/12

This section relates to the foundation year commencing in August 2011 and ending in August 2012 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 863 at F1 and from 70 to 863 at F2.

One foundation school employs a full-time foundation school director (FSD), with the average being 0.5 FTE. The majority of FSDs continue with part-time clinical work. Nine 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, 7369 (96.8%) F1 places and 7111 (92.4%) F2 places which are part of two year programmes were filled at the start of the foundation year. 238 (3.1%) F1 and 150 (1.9%) F2 places remained unfilled at the start of August 2011. It is likely that many of these places were filled at a later date. 440 (5.7%) F2 places were filled by doctors in one year posts. This shows a total of 590 (filled plus unfilled) one year F2 posts commencing in August 2011. This number does not include any service posts, e.g. LAS, which were recruited locally by employing organisations.

Foundation doctors 2011/12

This section relates to the foundation year commencing in August 2011 and ending in August 2012 and provides data on the gender split of foundation doctors, doctors training less than full-time and those in supernumerary posts.

59.8% of F1 doctors and 58.9% of F2 doctors are female, with 40.2% of F1s and 41.1% of F2s being male.

At F1, 22 foundation schools have doctors who are training less than full-time either in job shares or in supernumerary posts and 15 schools have other supernumerary foundation doctors. For F2, this is 21 and 16 schools respectively.

Delivering foundation training 2011/12

This section relates to the foundation year commencing in August 2011 and ending in August 2012 and covers local matching to programmes, programme configuration and specialty exposure.

Six foundation schools match doctors to two year rotations before the start of the Foundation Programme, with 13 schools matching to one year rotations. Six 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, 97.5% include placements that are a minimum of four and a maximum of six months, with just 6.7% of placements lasting less than four months. 97.4% 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 (82.3%), general (internal) medicine (58.9%) and geriatric medicine (23.1%). The top three CCT specialties experienced by F2 doctors were emergency medicine (43.8%), general practice (43.8%) and general (internal) medicine (22.9%). The percentages are calculated using the total number of doctors who would rotate through each

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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).

22 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. Tasters were taken up primarily in medical or surgical specialties during both F1 and in medical specialties or anaesthetics and critical care during F2.

Academic Foundation Programmes - There were a total of 423 Academic Foundation Programme (AFP) places at F1 level and 481 places at F2 level ending in August 2012. Research programmes accounted for 639 (70.7%) of all AFP places (F1 and F2), with 94 (10.4%) being offered in medical education, 39 (4.3%) in management/leadership and 132 (14.6%) in other categories.

For the Academic Foundation Programme commencing in August 2012, 441 F1 doctors were appointed and 394 F2 doctors started their second AFP year.

Outcomes and career destinations 2011/12

This section relates to the foundation year commencing in August 2011 and ending in August 2012 and covers the number of foundation doctors who successfully/unsuccessfully completed their foundation year (outcomes) and the next stage of the doctors' career/training (destinations). It also covers doctors needing additional support (Doctors in Difficulty).

7165 (97.0%) F1 and 7346 (96.9%) F2 doctors successfully completed their respective foundation years in August 2012 and were signed off as having attained the appropriate level of competence. The number of foundation doctors not signed off at the end of their respective years was 219 (3.0%) F1s and 231 (3.1%) F2s, with 11 of the F1s and 6 of the F2s being in Academic Foundation Programmes. The most prevalent reasons for not being signed off were having more than four weeks' absence and requiring additional training.

The majority (99.2%) of F1 doctors signed off in August 2011 are continuing with their foundation training in the UK. Just 0.8% of those signed off at the end of F1 left the Foundation Programme.

The career destination was known for 98% of foundation doctors completing their foundation training in 2012. For the F2 doctors where the career destination is known, 66% were appointed to specialty training in the UK. Less than 8% of doctors were appointed to positions outside of the UK. 0.2% reported that they had left the profession permanently.

A total of 218 (3.0%) F1 and 190 (2.5%) F2 doctors were monitored under foundation schools' doctors in difficulty processes across the 25 foundation schools. 28.4% 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 personal health.

Less than 3% of F1 doctors from UK medical schools required additional support compared with almost 8% from EEA medical schools and nearly 13% from non-EEA medical schools.

The outcome for foundation doctors in difficulty was typically favourable, with 38.5% of F1s and 49.5% of F2s being signed off by the original end date of their foundation year. A further 34.9% of F1s and 40.0% of F2s are expected to be signed off by an agreed, extended end date.

25 (0.3%) F1 and 30 (0.4%) F2 doctors were referred to the GMC for fitness to practise issues.

Recruitment 2012

This section relates to the foundation year commencing in August 2012 and ending in August 2013.

6682 (97.2%) F1 doctors appointed following the national allocation graduated from UK medical schools, with 190 (2.8%) graduating outside the UK.

6546 (93.1%) F2 doctors were starting the second year of a two year programme in the same foundation school, with just 35 (0.5%) transferring to a different foundation school for their F2 year. 393 (5.3%) were appointed locally to a one year programme.

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Background

The UK Foundation Programme Office (UKFPO) produced the first Foundation Programme Annual Report in 2009. This is the fourth annual report, which provides data about recruitment, structures and outcomes for the Foundation Programme across the UK.

There are three key principles underpinning the annual report:

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

To ensure that the report continues to meet the needs of key stakeholders, the UKFPO reviewed the data gathering process in early 2012. This review included feedback from foundation school managers, foundation school directors, Medical Programme Board and the General Medical Council.

The changes for the 2012 template were kept to an absolute minimum. The following revisions were made:

- reformatting of the Doctors in Difficulty section, i.e. one row per trainee, to facilitate data collection and recording (at the request of foundation schools),
- permitting more than one GMC domain to be selected as the reason for a doctor being monitored as a Doctor in Difficulty (at the request of foundation schools). This has meant that a year on year comparison cannot be provided for this particular statistic since in previous years one main domain only was recorded,
- including a question asking those doctors who leave the UK, if they intend to return within 5 years in the F2 career destination section. This section also asks UK medical school graduates to identify their specific medical school, i.e. no longer loosely identified as 'UK medical school'.

To ensure a high response rate to the F2 career destination survey and enable the continuous improvement of the Foundation Programme, foundation school directors agreed to continue to make receipt of the Foundation Achievement of Competence Document (FACD) at the end of F2 dependent on survey completion.

2012 report

The results of the 2012 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 2012. The fifth section refers to appointees to the foundation year commencing in August 2012.

The 2012 report introduces a new section: Section 2 Foundation doctors. This section includes information reported in previous years, but refines the way it is presented.

Where possible, a comparison with the results from the 2010 and 2011 annual reports is provided.

Section 1 – FOUNDATION SCHOOLS 2011/12

This section relates to the foundation year commencing in August 2011 and ending in August 2012. It describes the size and staff resources of foundation schools.

Number of Foundation Programme places

For rotations commencing August 2011 and ending August 2012, 25 foundation schools reported that there were a total of 7613 F1 places and 7701 F2 places, including Academic Foundation Programmes (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 2012 is given to compare with the median for the last three years. The median size of a foundation school (exc. Academic) and the overall, total number of FP posts has remained relatively stable since 2010.

Table 1: Number of Foundation Programme places

Foundation Programmes ending August 2012	Std	AFP	Total places	Min	Max	Mean	Median	Year on year median comparison (excluding AFP)		
								2010	2011	2012
F1 places	7,190	423	7,613	76	863	305	289	277	275	271
F2 places	7,220	481	7,701	70	863	308	292	279	282	276

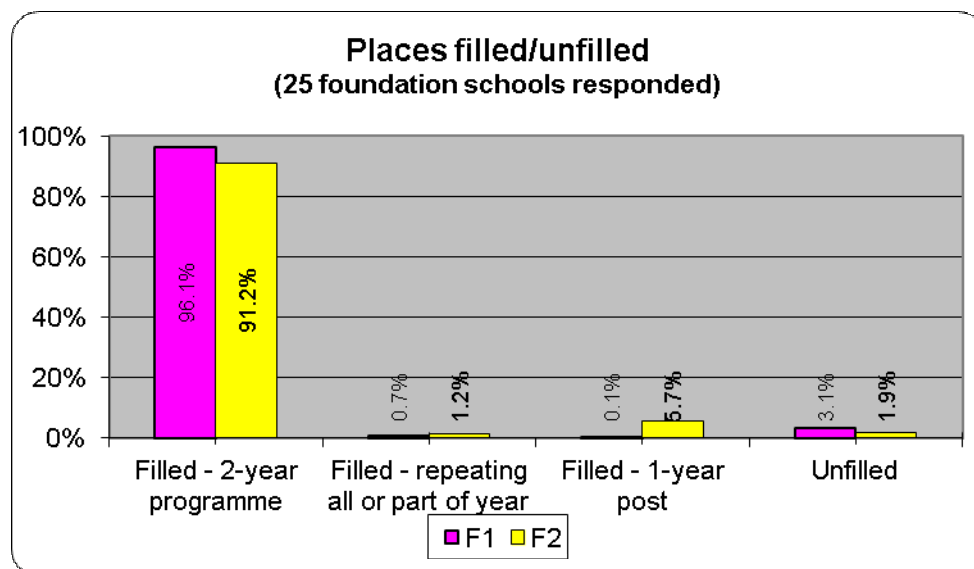
All 25 schools provided information about the number of places that had been filled by foundation doctors on two year programmes or in one year posts. Table 2 shows the number of places filled and unfilled. It can be seen from the table that there were 590 one year F2 posts (filled plus unfilled). This number excludes any service posts (e.g. LAS) which were recruited locally by employing organisations.

Table 2: Places filled and unfilled at start of August 2011

Foundation Programme places filled and unfilled at start of August 2011	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Filled - 2-year programme	6,896	418	7,314	6,558	462	7,020
Filled - repeating all or part of year	54	1	55	88	3	91
Filled - 1-year post	6	0	6	431	9	440
Unfilled	234	4	238	143	7	150
Total number of places	7,190	423	7,613	7,220	481	7,701

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 proportion of allocated F1 applicants do not start the Foundation Programme. This is due to a number of factors such as failing final exams, withdrawing applications for personal reasons or not meeting the criteria of local pre-employment checks. The foundation schools endeavour to fill any such vacancies before the start of the foundation year.

All 25 foundation schools provided data and reported a total of 238 unfilled F1 places and 150 unfilled F2 places at the start of August 2011.

On average 3.1% of F1 places and 1.9% of F2 places were unfilled at the start of the foundation year. This is an improved position compared to the start of August 2011 when a higher rate of unfilled places (4.4% for F1 and 3.3% for F2) was reported.

Reasons for unfilled places

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

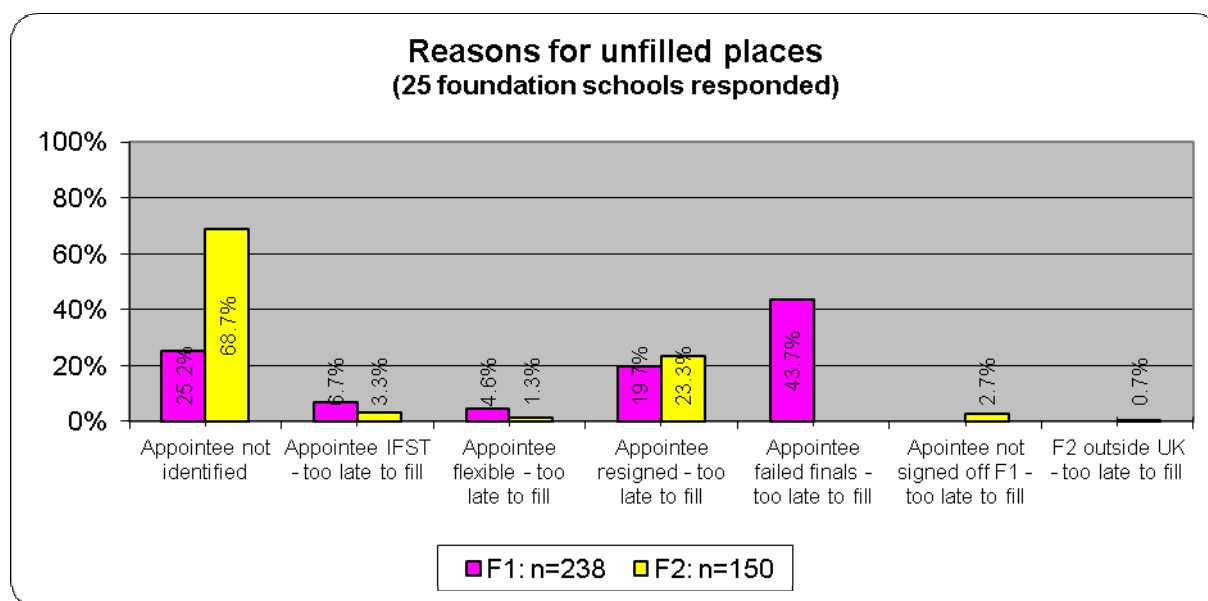
In some cases an appointee was not identified before the start of August 2011. In other cases an appointee was identified via the national or local recruitment processes, but subsequent events may have taken place which resulted in the appointee not starting the programme as expected. For example, an 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 2011.

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

Number of FS		Reasons for vacancies remaining in August 2011	F1		F1 Total	F2		F2 Total
F1	F2		Std	AFP		Std	AFP	
13	14	Appointee not identified by August	59	1	60	97	6	103
6	3	Appointee transferring to another foundation school too late to find a replacement	16	0	16	5	0	5
3	2	Appointee transferring to a flexible training programme too late to find a replacement	10	1	11	2	0	2
12	12	Appointee resigned too late to find a replacement	47	0	47	34	1	35
15	n/a	Appointee failed finals too late to find a replacement	102	2	104			0
n/a	4	Appointee not signed off at end of F1 too late to find a replacement			0	4	0	4
n/a	1	Appointee undertaking F2 outside the UK too late to find a replacement			0	1	0	1
Total			234	4	238	143	7	150

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 foundation doctor.

Table 4 shows the level of resource employed by deaneries/foundation schools in key roles, using full time equivalents (FTE). The median FTE equivalents from 2011 to 2012 for recognised foundation school director, foundation school manager and foundation school admin/coordinator roles have remained stable. Whilst the minimum FTE for a particular foundation school manager is 0.00, the role

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and responsibilities as defined in the FP Reference Guide 2012 continue to be delivered and may be executed by other deanery or foundation school colleagues.

Table 4: Levels of resource (FTE)

Number of FS	Role	FTE equivalent			Year on year comparison		
		Min	Max	Mean	2010 Median	2011 Median	2012 Median
25	Foundation school director	0.2	1.0	0.5	0.4	0.4	0.4
22	GP associate dean (time dedicated to foundation)	0.0	1.0	0.2	0.1	0.1	0.1
25	Foundation school manager	0.0	3.0	0.7	1.0	0.9	0.8
25	Foundation school administrator / coordinator	0.2	9.0	1.6	1.0	1.1	1.0
21	Other	0.0	17.0	2.0	0.1	0.5	1.0

The level of resource dedicated to the key roles within a foundation school can be expressed as FTE per 100 foundation doctors. Table 5 shows this ratio by foundation school director and manager.

Table 5: Resource (FTE) per 100 foundation doctors

Role	FTE equivalent per 100 FDs			Year on year comparison		
	Min	Max	Mean	2010 Median	2011 Median	2012 Median
Foundation school director	0.02	0.27	0.09	0.08	0.08	0.07
Foundation school manager	0.00	0.63	0.22	0.14	0.14	0.17

Section 2 – Foundation doctors 2011/12

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

In previous years, this data was presented in section 3 of the annual report.

Gender split

Based on the information provided by 24 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 2012

No. FS responded	Foundation year	Male	Female
24	F1	40.2%	59.8%
24	F2	41.1%	58.9%

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

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

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

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

From the 25 foundation schools, 22 indicated that they had F1 doctors training less than full-time (LTFT) during 2011-12. The number of schools who had F2 doctors training LTFT was 21. The number of schools reporting no supernumerary foundation doctors (other than LTFT supernumerary posts) is ten 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	LTFT & supernumerary foundation training	Standard		Academic	
		Req'd	App'd	Req'd	App'd
8	F1 LTFT doctors in job-shares	38	37	3	3
15	F1 LTFT doctors in supernumerary posts	34	25	2	2
4	F1 LTFT doctors - other	19	19	0	0
6	Other supernumerary F1 doctors	11	12	0	0
	Total F1	102	93	5	5
11	F2 LTFT doctors in job-shares	56	56	3	3
15	F2 LTFT doctors in supernumerary posts	55	51	2	2
2	F2 LTFT doctors - other	12	12	0	0
4	Other supernumerary F2 doctors	8	8	0	0
	Total F2	131	127	5	5

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The gender split for LTFT doctors is 16% male and 84% female for F1 and 5% male and 95% female for F2.

For supernumerary training (not including LTFT posts) the gender split is 46% male and 54% female for F1, and 63% male and 37% female for F2.

Figure 3 shows the number of flexible and supernumerary F1 doctors as a percentage of the total F1 doctors for 2010, 2011 and 2012. There has been a slight increase in the percentage of F1 doctors training part-time and a slight decrease in the percentage of other supernumerary posts.

Figure 3: LTFT and supernumerary F1 doctors (year on year comparison)

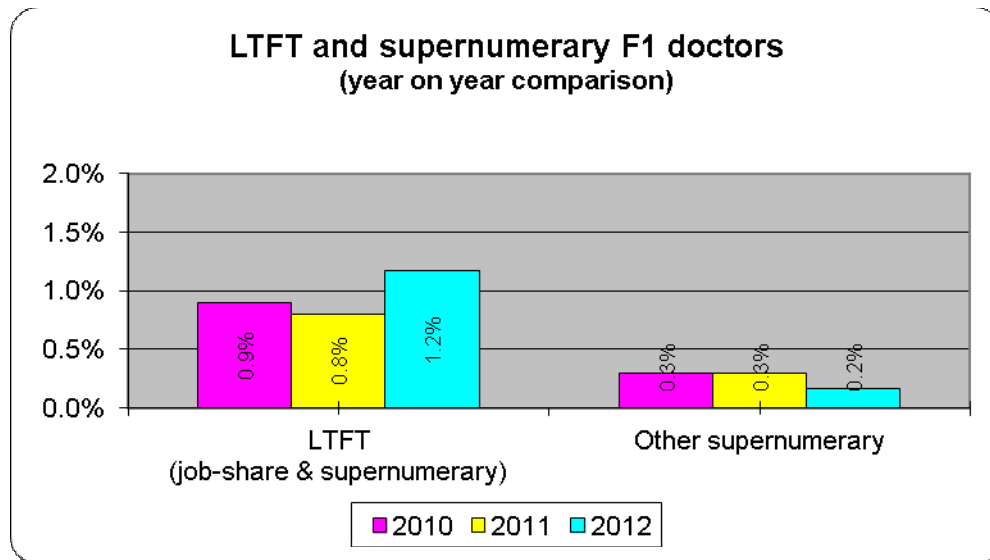
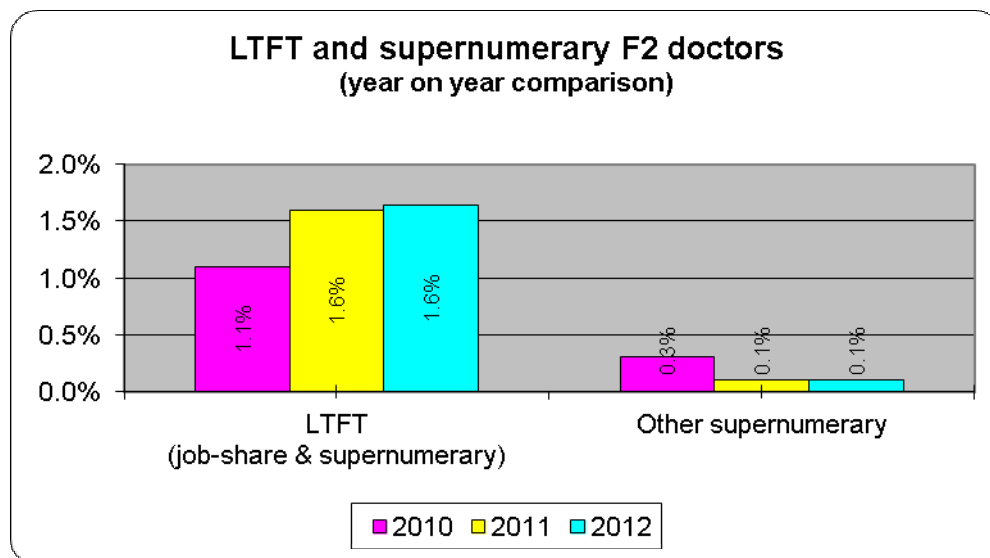


Figure 4 shows the number of LTFT and supernumerary F2 doctors as a percentage of the total F2 doctors for 2010, 2011 and 2012. There is no change between the number of LTFT F2 doctors or those in other supernumerary posts since 2011.

Figure 4: LTFT and supernumerary F2 doctors (year on year comparison)



Section 3 – DELIVERING FOUNDATION TRAINING 2011/12

This section relates to the foundation year commencing in August 2011 and ending in August 2012. Topics covered include matching to programmes, configuration of programmes, specialties experienced during Foundation Programme placements, specialties experienced via 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 applicants to specific 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 their 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 1 or 2 year rotations (year on year comparison)	2010	2011	2012
One-year rotation	11	10	6
Two-year rotation	12	14	13
Combination of both	2	1	6

The year on year comparison suggests that fewer schools matched to one-year rotations compared to previous years. For 2012 five foundation schools reported using a combination of approaches, to reflect the differences between one-year matching for standard programmes and two-year matching for academic programmes.

Configuration of foundation programmes

For the foundation year ending August 2012, the recommended minimum duration of a placement was three and the maximum was six months¹. From August 2012², the recommended minimum duration has increased to four months with no change to the maximum duration in response to Recommendation 10 in Collins' *Foundation for Excellence*.

97.5% of F1 rotations and 97.9% of F2 rotations were made up of placements with a minimum duration of three months and a maximum duration of six months.

Benchmarking the rotations that started in August 2011 to the new 2012 recommendation would indicate that 11.2% of F1 rotations and 3.6% of F2 rotations for the year commencing in August 2012 might require adjustment to meet the recommended placement length of four-six months.

Table 10 shows the configuration of individual rotations across all schools.

¹ The UK Foundation Programme Reference Guide, UKFPO March 2010

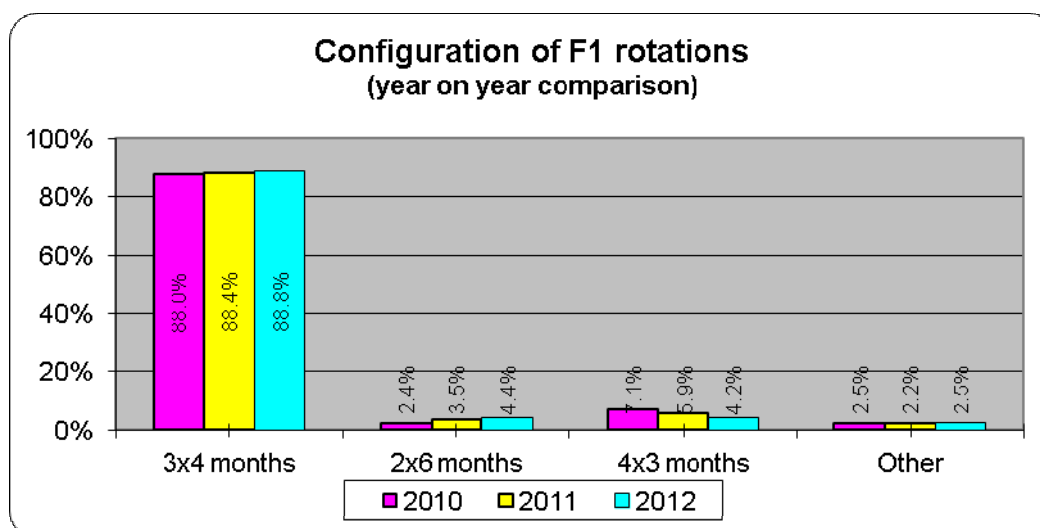
² The UK Foundation Programme Reference Guide, UKFPO July 2012 (Reference Guide 2012)

Table 10: Configuration of foundation programmes

Number of FS		Configuration of rotations	F1			F2		
F1	F2		Std	AFP	Total	Std	AFP	Total
25	25	3x4 months	6,363	396	6,759	6,994	429	7,423
8	4	2x6 months	330	8	338	40	36	76
6	4	4x3 months	305	17	322	39	0	39
7	7	Other	192	2	194	147	16	163
Total			7,190	423	7,613	7,220	481	7,701

Figures 5 (F1) and 6 (F2) show the percentage of individual rotations comprising different configurations for F1 and F2 in 2010, 2011 and 2012.

Figure 5: Configuration of F1 rotations (year on year comparison)



Over the last three years, there has been a reduction in the number of three month placements.

Figure 6: Configuration of F2 rotations (year on year comparison)

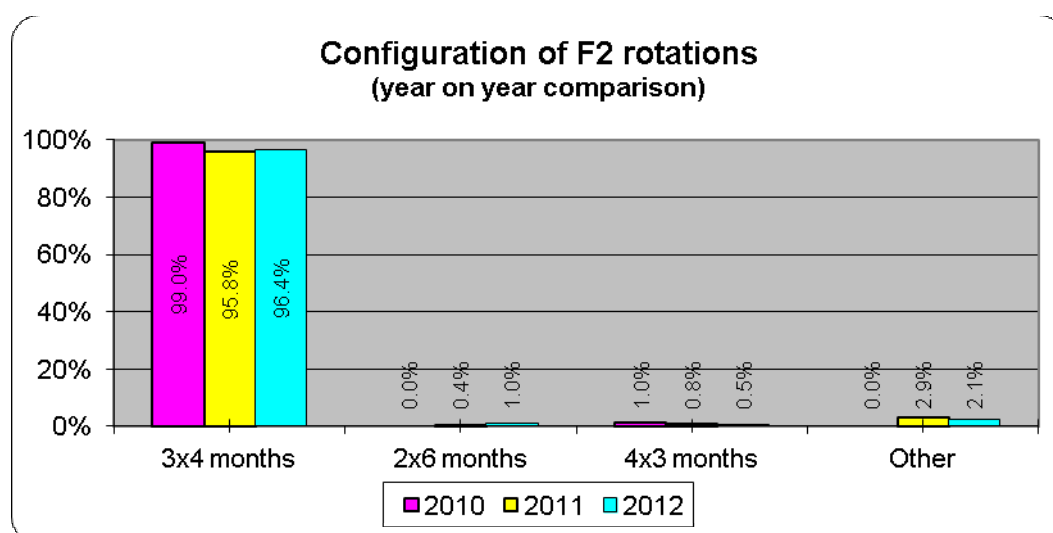


Figure 6 shows that the 2010 recommended placement length of three – six months was met by 97.9% of F2 rotations for the year ending in August 2012. It also provides a positive indication that the 2012 minimum recommended placement length (four - six months) is already being met in 97.4% of F2 rotations.

Specialties experienced in the Foundation Programme

Foundation training is delivered in a wide variety of clinical specialties. 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 CCT³ specialty.

The percentage is calculated using the number of doctors who experienced that 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
Acute Internal Medicine	12.5%	9.2%
Allergy	0.0%	0.0%
Anaesthetics	5.3%	2.9%
Audiological Medicine	0.0%	0.1%
Cardiology	10.3%	6.2%
Clinical Genetics	0.0%	0.0%
Clinical Neurophysiology	0.0%	0.0%
Clinical Oncology	1.0%	2.1%
Clinical Pharmacology and Therapeutics	0.4%	0.2%
Clinical Radiology	0.5%	0.4%
Community placement specialties* (see below)	0.8%	1.6%
Dermatology	0.6%	0.7%
Emergency Medicine (Accident & Emergency)	6.4%	43.8%
Endocrinology & Diabetes Mellitus	6.8%	2.8%
Gastroenterology	10.1%	4.3%
General (Internal) Medicine	58.9%	22.9%
General Practice	0.1%	43.8%
Genito-urinary Medicine	0.4%	1.6%

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

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CCT specialties experienced in Foundation Programme rotations	% F1s rotating through	% F2s rotating through
Geriatric Medicine	23.1%	15.8%
Haematology	1.8%	2.8%
Immunology	0.1%	0.1%
Infectious Diseases	1.0%	0.8%
Intensive Care Medicine	4.3%	5.7%
Medical Oncology	0.9%	2.1%
Medical Ophthalmology	0.0%	0.1%
Neurology	0.9%	1.4%
Nuclear Medicine	0.0%	1.7%
Obstetrics & Gynaecology	3.8%	12.7%
Occupational Medicine	0.0%	0.2%
Ophthalmology	0.3%	2.2%
Paediatric Cardiology	0.0%	0.0%
Paediatrics	7.8%	15.9%
Palliative Medicine	0.7%	1.8%
Pathology: Chemical	0.2%	0.3%
Pathology: Histopathology	0.2%	0.7%
Pathology: Medical Microbiology	0.1%	0.9%
Pathology: Medical Virology	0.0%	0.1%
Pharmaceutical Medicine	0.0%	0.0%
Psychiatry: Child and Adolescent	0.0%	0.2%
Psychiatry: Forensic	0.0%	0.1%
Psychiatry: General	3.9%	10.1%
Psychiatry: Learning Disability	0.0%	0.0%
Psychiatry: Old Age	0.4%	1.3%
Psychiatry: Psychotherapy	0.0%	0.0%
Public Health Medicine	0.1%	1.6%
Rehabilitation Medicine	1.1%	1.6%
Renal Medicine	2.6%	2.3%
Respiratory Medicine	12.0%	4.9%
Rheumatology	2.2%	1.1%
Sport and Exercise Medicine	0.0%	0.0%
Surgery: Cardio-thoracic	0.3%	1.9%
Surgery: General Surgery	82.3%	20.4%
Surgery: Neurosurgery	0.5%	1.8%
Surgery: Oral and Maxillo-facial	0.1%	0.6%
Surgery: Otolaryngology	1.5%	6.2%
Surgery: Paediatric	0.7%	0.9%
Surgery: Plastic	1.3%	2.0%
Surgery: Trauma and Orthopaedic	14.7%	21.6%
Surgery: Urology	10.1%	4.5%
Surgery: Vascular	0.8%	0.1%
Tropical Medicine	0.0%	0.0%
Academic / Education	0.0%	0.2%

* 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 and 2012.

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

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

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

	Top five specialties experienced by F2 doctors					
	2010		2011		2012	
	Specialty	% F2s	Specialty	% F2s	Specialty	% F2s
1	Emergency medicine	50.7%	Emergency medicine	37.7%	Emergency medicine	43.8%
2	General practice	41.4%	General practice	35.6%	General practice	43.8%
3	General (internal) medicine	27.9%	General (internal) medicine	19.0%	General (internal) medicine	22.9%
4	Trauma & orthopaedic surgery	20.1%	Trauma & orthopaedic surgery	17.0%	Trauma & orthopaedic surgery	21.6%
5	General surgery	19.5%	General surgery	15.3%	General surgery	20.4%

Specialties experienced via tasters

22 foundation schools provided information on tasters and all 22 schools indicated that doctors undertook tasters during F2 whilst 21/22 schools (95.5%) supported tasters being undertaken during F1. In 2010 67% of reporting schools reported tasters undertaken at F1 level, and in 2011 72%. The number of schools supporting tasters during the F1 year has increased over the last three years.

Table 14 shows the total number of taster experiences, by specialty, undertaken during the foundation year ending in August 2012.

Table 14: Specialties experienced via tasters for foundation year ending in August 2012

Specialty experienced via tasters	No. of tasters during F1	No. of tasters during F2
Anaesthetics and critical care	91	227
Medical specialties	145	311
Obstetrics & gynaecology	61	77
Ophthalmology	27	38
Paediatrics	62	132
Pathology and laboratory based specialties	23	33
Psychiatry	19	84
Radiology	36	114

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Surgical specialities	101	104
Emergency medicine	19	34
Public health medicine	8	17
General practice	42	150
Academic medicine	4	6
Total	638	1327

Figure 7 shows the number of tasters undertaken by F1 and F2 doctors in each speciality expressed as a percentage of the total number of tasters undertaken.

Figure 7: Percentage of tasters undertaken in each speciality

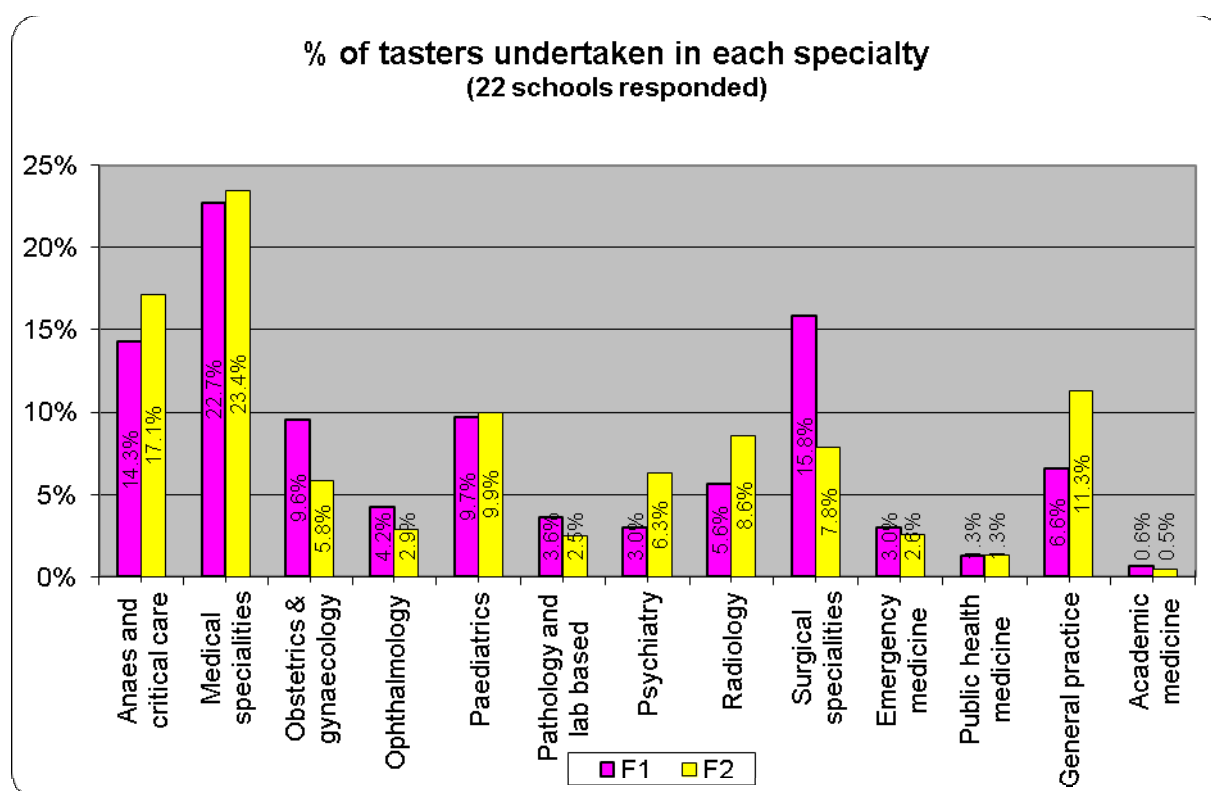
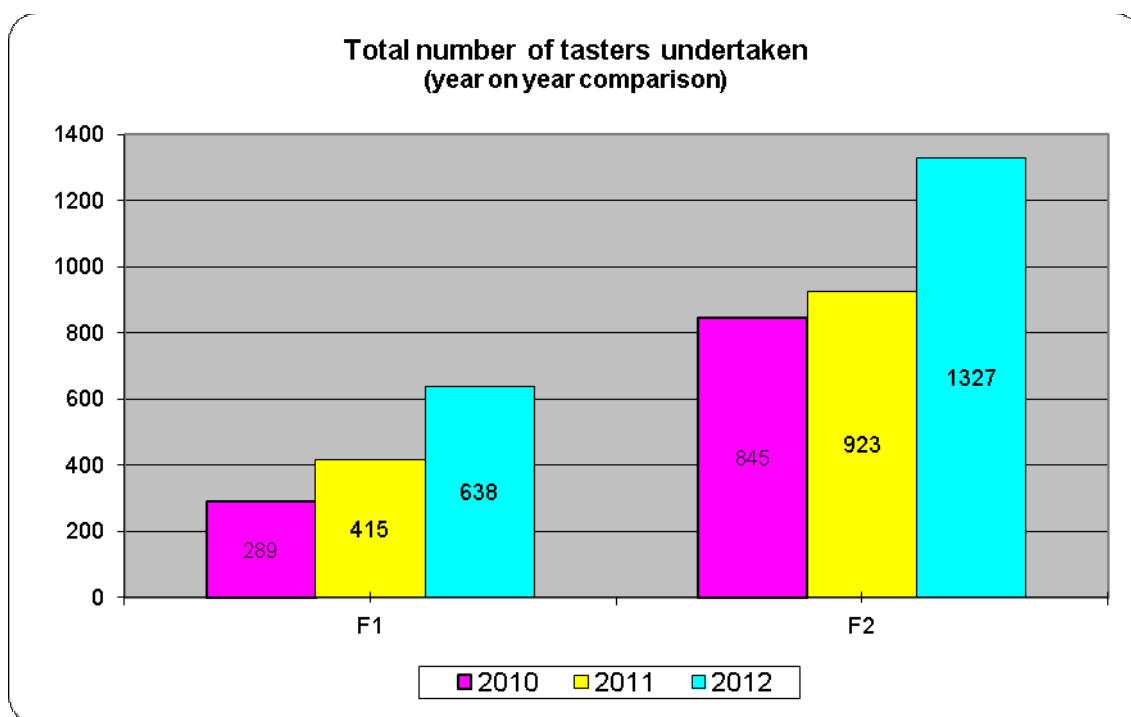


Figure 8 shows the total number of tasters undertaken during F1 and F2 for 2010, 2011 and 2012. The year on year comparison shows a gradual increase in the number of tasters undertaken during both F1 and F2.

Figure 8: 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 make all arrangements for supervision and assessment with the host organisation.

Eleven foundation schools permitted F2 to be undertaken outside the UK for the foundation year ending in August 2012. Table 15 shows a comparison of the number of doctors and the number of schools approving F2 outside the UK for 2010, 2011 and 2012. There has been a decrease in the number of schools supporting F2 outside the UK in the last year.

Table 15: F2 approved outside the UK

Country	2010		2011		2012	
	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
New Zealand	26	12	32	15	20	9
Other	1	1			15	1
Total doctors	60		57		48	

Section 4 – Outcomes and career destinations 2011/12

This section relates to the foundation year commencing in August 2011, ending in August 2012 and covers the number of foundation doctors who successfully/unsuccessfully completed their foundation year (outcomes) and also the next stage of the doctors' career/training (destinations).

Of those doctors who were not signed off (i.e. not successfully completing their training year) a categorised explanation of the reasons why has been provided. Further data also offers 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*).

F1 outcomes

All 25 foundation schools provided information about the outcomes for their F1 doctors. A total of 7165 (97.0%) F1 doctors successfully completed their F1 year and were signed off, with 219 (3.0%) not being signed off. This compares to 97.5% and 2.5% respectively reported in 2011.

F2 outcomes

In August 2012, 7346 (97.0%) F2 doctors successfully completed their Foundation Programme and were signed off, with 234 (3.0%) not signed off. This compares to 96.4% signed off and 3.6% not signed off in 2011.

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

Table 16 shows a breakdown of the destinations for F1 doctors successfully completing their first foundation year in 2012.

Table 16: Destinations for signed-off F1 doctors

Number of FS	Destination for F1 doctors	Std F1	Academic F1	Total F1s
25	F2 in the same foundation school	96.5%	96.6%	96.5%
18	F2 in a different foundation school - IFST	0.3%	1.2%	0.4%
15	Stand-alone F2 in a different foundation school	1.0%	0.7%	1.0%
14	F2 outside the UK (prospectively approved)	0.3%	0.0%	0.3%
13	Statutory leave but intend to return	0.1%	0.2%	0.1%
17	Approved TOFP but intend to return	0.4%	0.0%	0.4%
10	Other destination, continuing with FP	0.5%	0.0%	0.5%
	Sub-total for signed-off, continuing with FP	99.2%	98.8%	99.2%
15	Returning to 'home' country	0.4%	0.2%	0.3%
12	Medical training outside the UK	0.1%	0.0%	0.1%
12	Career break	0.1%	0.2%	0.1%

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Number of FS	Destination for F1 doctors	Std F1	Academic F1	Total F1s
8	Ill health	0.1%	0.5%	0.1%
10	Permanently left medicine	0.0%	0.2%	0.1%
9	Other destination, leaving FP	0.0%	0.0%	0.0%
8	Unknown destination, leaving FP	0.0%	0.0%	0.0%
Sub-total for signed-off, leaving FP		0.8%	1.2%	0.8%
Total signed-off		100.0%	100.0%	100.0%

F1 doctors may leave the Foundation Programme after successfully completing their F1 year and gaining full GMC registration for a number of reasons. A total of 56 (0.78%) F1 doctors who successfully completed their F1 year in 2012 left the Foundation Programme in 2012. This compares to 78 (1.1%) in 2011.

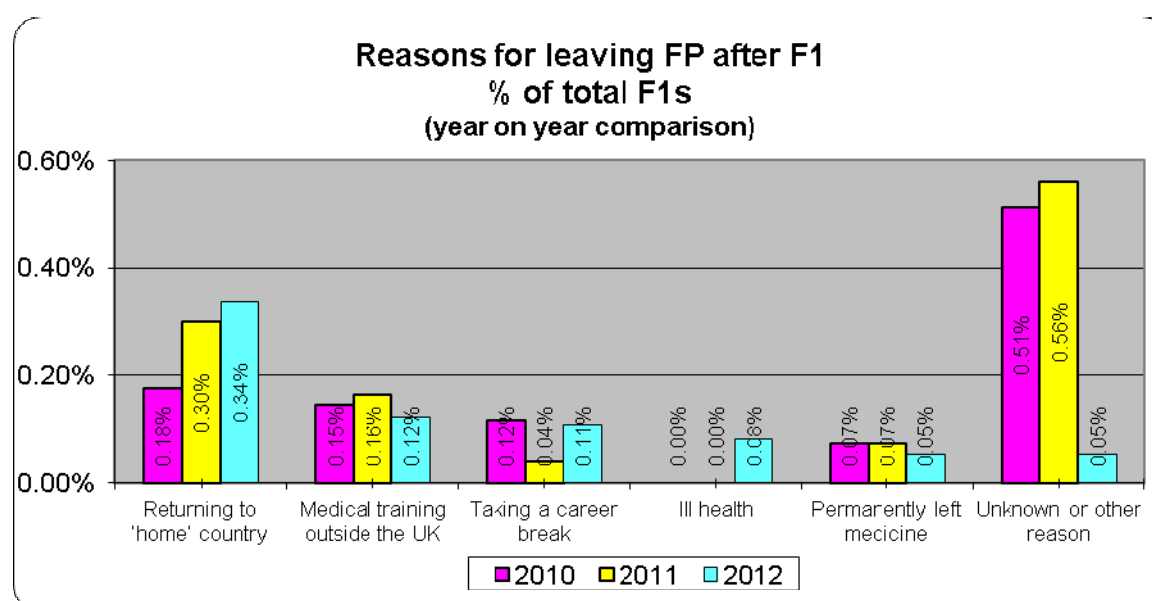
Table 17 shows the reasons why and numbers associated with each reason for 2012.

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

Number of FS	Reasons for leaving FP after successful F1	Std	AFP	Total
15	IMGs returning to 'home' country	24	1	25
12	Medical training outside the UK	9	0	9
12	Career break	7	1	8
8	Ill health	4	2	6
10	Permanently left medicine	3	1	4
9	Other outcome, leaving FP	3	0	3
8	Unknown outcome, leaving FP	1	0	1
Total		51	5	56

Figure 9 shows the reasons for leaving the Foundation Programme after successfully completing the F1 year for 2010, 2011 and 2012 as a percentage of all F1 doctors in that year. There is no material difference year on year and the percentages leaving after a successful F1 year are small. It can be seen that the number of unknown or other reason for leaving the programme has reduced significantly for 2012. This is due to improved monitoring processes within the foundation schools.

Figure 9: Reasons for leaving FP after F1 (year on year comparison)



F2 destinations

From the 25 foundation schools, 7204 doctors who satisfactorily completed the programme in August 2012 provided information about their next career destination. This response rate of 98% compares favourably with 95% in 2011 and 76% in 2010.

From the known career destinations, 67.0% were appointed to specialty training in the UK. This figure is slightly lower than reported in 2011 (71.3%). Table 18 shows the career destinations for F2 doctors completing FPs and AFPs.

Table 18: Career destinations for F2 doctors

Destinations for F2 doctors	Standard Foundation Programme	Academic Foundation Programme	All F2 doctors
Specialty training in UK - run-through training programme	34.3%	21.0%	33.5%
Specialty training in UK - core training programme	29.9%	39.7%	30.5%
Specialty training in UK - academic programme	0.8%	14.1%	1.6%
Specialty training in UK - FTSTA	0.8%	1.2%	0.8%
Specialty training in UK - deferred for higher degree	0.1%	0.2%	0.1%
Specialty training in UK - deferred for statutory reasons	0.5%	0.9%	0.5%
Sub-total for specialty training in UK	66.4%	77.1%	67.0%
Locum appointment for training (LAT) in UK	0.7%	0.2%	0.7%
Service appointment in UK	3.4%	2.3%	3.3%
Still seeking employment as a doctor in the UK	7.7%	3.7%	7.4%
Specialty training outside UK	1.1%	0.7%	1.1%
Other appointment outside UK	6.7%	5.1%	6.6%
Still seeking employment as a doctor outside the UK	5.6%	3.0%	5.5%
Not practising medicine - taking a career break	6.2%	4.4%	6.1%
Not practising medicine - permanently left profession	0.2%	0.0%	0.2%
Other (e.g. anatomy demonstrator, higher education)	1.8%	3.5%	1.9%
Total signed off, known destinations	100.0%	100.0%	100.0%

Reasons for not being signed off (F1 and F2)

There were 219 (3.0%) F1 doctors and 231 (3%) F2 doctors who were not signed off in August 2012. This compares to 2.5% of F1s and 3.6% F2s not signed off in 2011.

All 25 foundation schools provided further details for F1 and F2 doctors not signed off. Table 19 shows the breakdown of reasons for not being signed off in 2012.

Table 19: Reasons for not being signed off

Reasons for not being signed-off	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Transferred to flexible training	25	0	25	34	0	34
>4 weeks absence	77	7	84	88	2	90
Remedial training agreed	56	1	57	50	3	53
Left programme after extended training	6	0	6	3	0	3
Dismissed following GMC referral	2	0	2	2	0	2
Dismissed, no GMC referral	4	0	4	3	0	3
Resigned	15	3	18	32	1	33
Left programme, other reason	17	0	17	2	0	2
Left programme, unknown reason	6	0	6	14	0	14
Total	208	11	219	228	6	234

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A comparison of the reasons for not being signed off as a percentage of the total number of F1 doctors in the relevant schools for 2010, 2011 and 2012 is shown in Figure 10. The same information for F2 doctors is shown in Figure 11.

Figure 10: Reasons for not being signed off – F1 (year on year comparison)

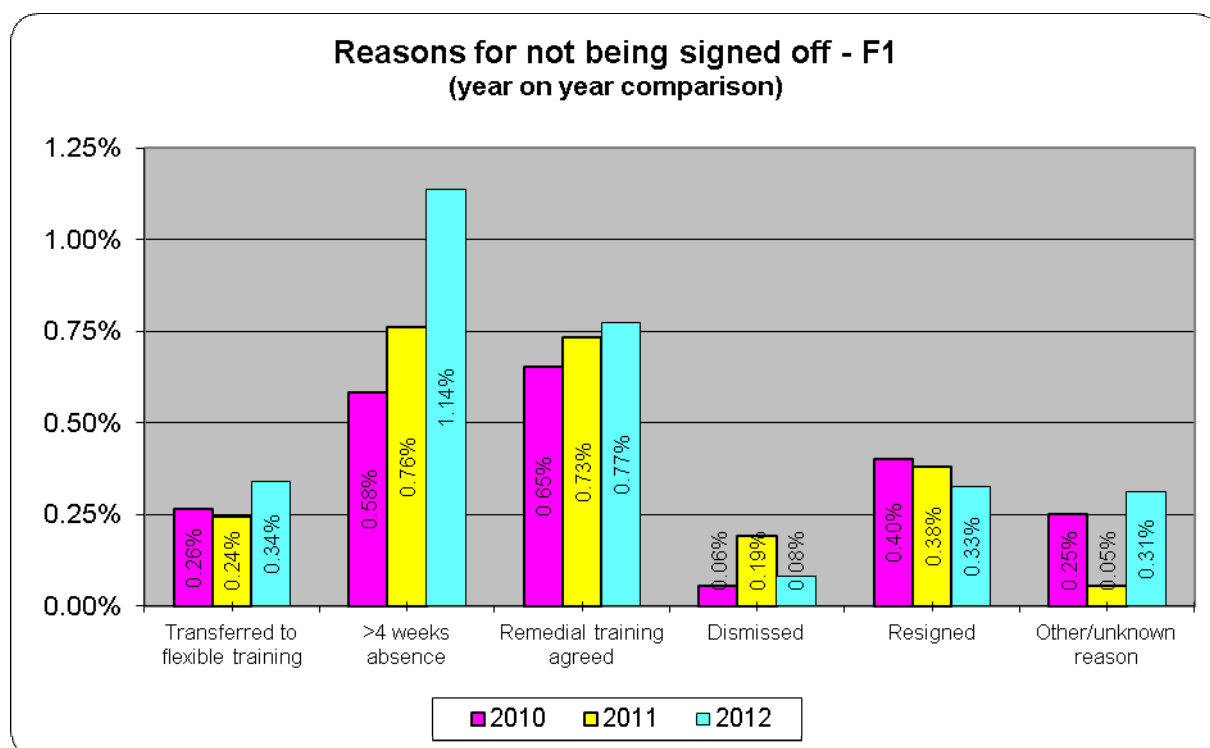
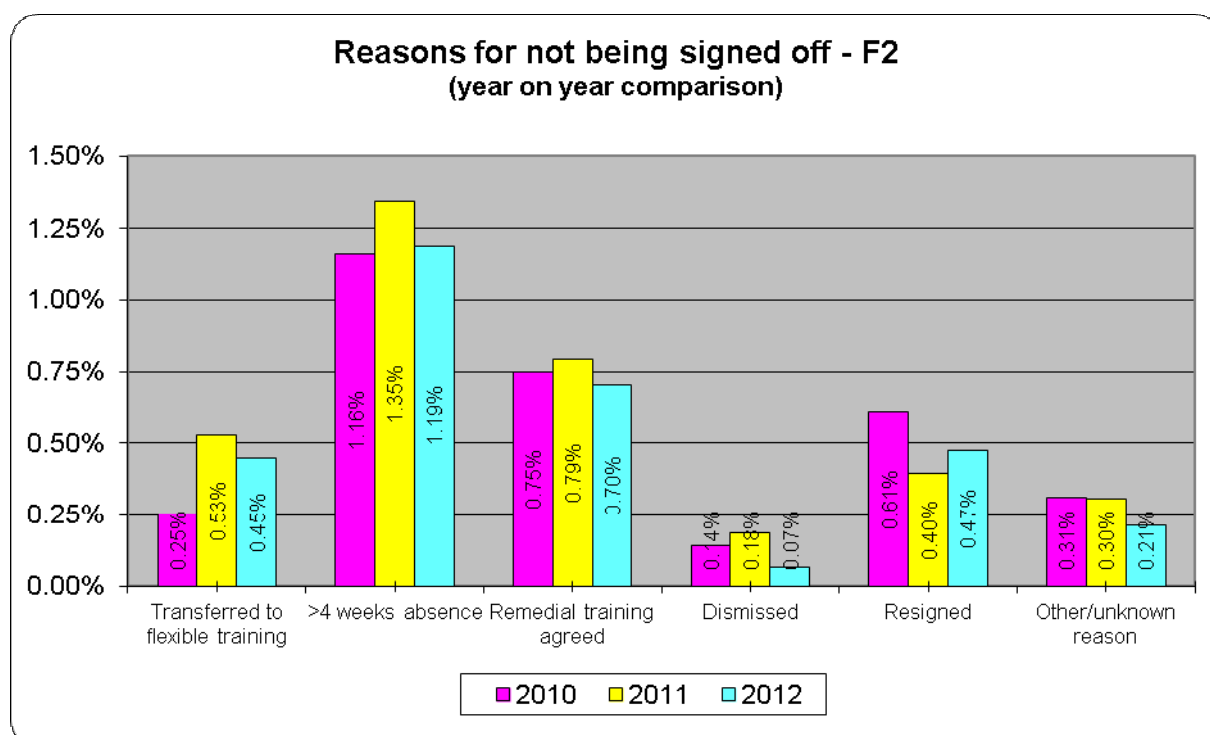


Figure 11: Reasons for not being signed off – F2 (year on year comparison)



Appeals against non-progression

All 25 foundation schools responded to the question regarding appeals received against non-progression for F1 and F2 (i.e. not being signed off at the end of the foundation year).

Two schools received appeals against non-progression at the end of F1 and three schools at the end of F2. Table 20 shows the number of appeals received and the number that were successful at the end of F1 and F2 in 2012.

Table 20: Appeals against non-progression

Appeals against non-progression	F1			F2		
	Std	AFP	Total	Std	AFP	Total
Appeals received	4	0	4	3	0	3
Decisions pending	0	0	0	1	0	1
Unsuccessful appeals	3	0	3	2	0	2
Successful appeals	1	0	1	0	0	0

The comparison between 2010, 2011 and 2012 at the point in time when the report data is provided 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	2010	2011	2012
Appeals received	2	4	4	6	9	3
Decisions pending	0	0	0	1	3	1
Unsuccessful appeals	2	2	3	2	5	2
Successful appeals	0	2	1	3	1	0

Foundation doctors in difficulty

This section refers to the doctors being monitored under the postgraduate deaneries/foundation schools' doctors in difficulty policies and processes.

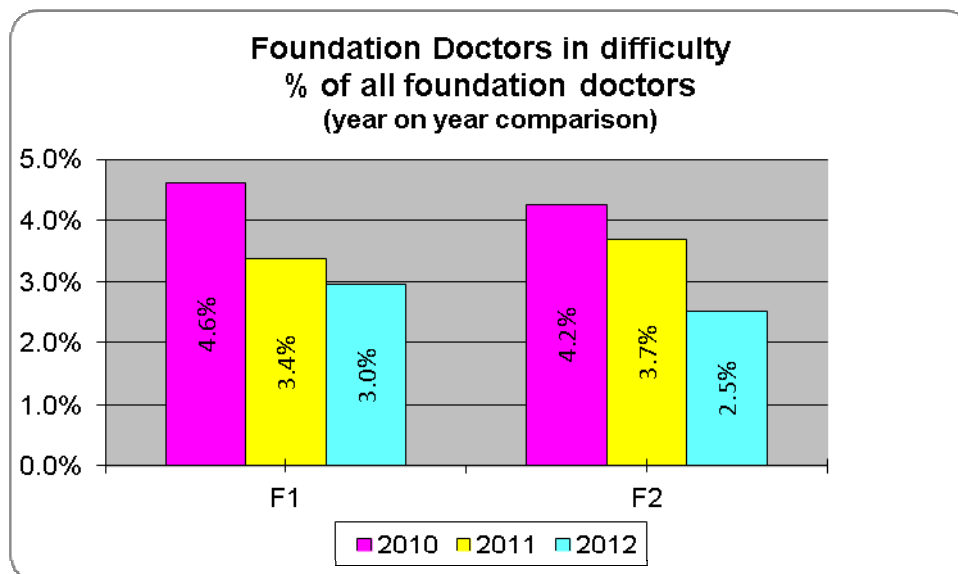
All 25 foundation schools provided details of foundation doctors being monitored under their doctors in difficulty policy. A total of 218 F1s and 190 F2s were monitored, with 10 of the F1s and three of the F2s being in academic foundation programmes as shown in Table 22.

Table 22: Foundation doctors in difficulty

Number of FS		Doctors in difficulty	F1		F2	
F1	F2		No.	%	No.	%
24	21	Standard FP	208	95.3%	187	98.4%
6	3	Academic FP	10	4.7%	3	1.6%
		Total	218	100.0%	190	100.0%

In 2010, 25 foundation schools reported 266 F1s and 311 F2s and in 2011 reported 248 F1s and 276 F2s. 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 12 shows the year on year comparison. It can be seen there has been a decrease in the percentage of both F1 and F2 doctors who require additional support each year.

Figure 12: Foundation doctors in difficulty (year on year comparison)



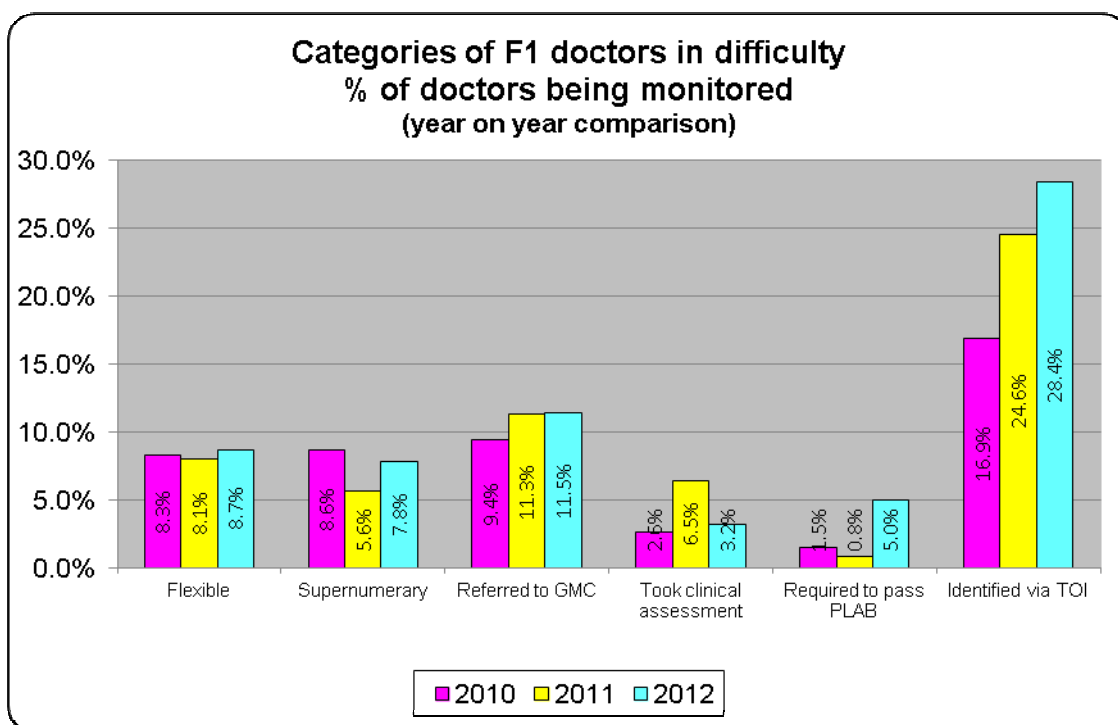
The foundation schools were also asked to provide information about the number of foundation doctors being monitored who were training less than full-time (LTFT) either in job shares or supernumerary posts and those who were in other supernumerary posts. We also asked how many of the F1 doctors being 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 also have been required to take a clinical assessment).

Table 23: Categories of foundation doctors in difficulty

Number of FS	Category of foundation doctors in difficulty	F1	F2
16	Flexible	19	15
6	Supernumerary	17	10
16	Referred to GMC	25	30
7	Took clinical assessment	7	4
12	Required to pass PLAB	11	7
18	Identified via TOI	62	39

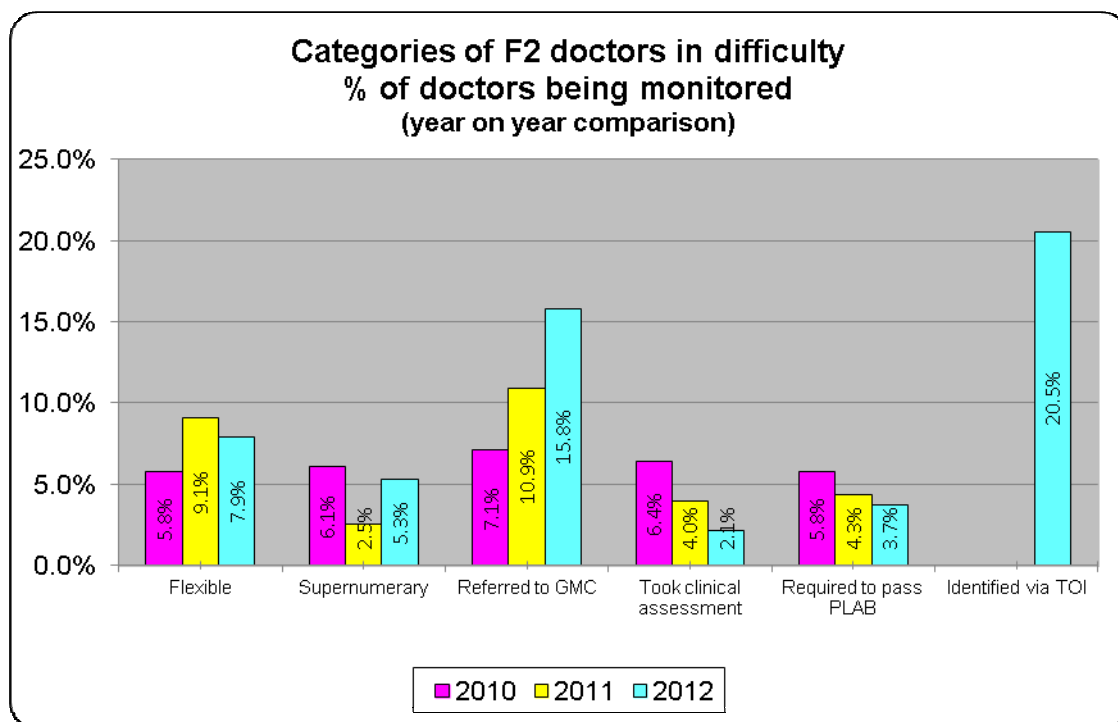
Figure 13 shows the F1 numbers represented as a percentage of the total F1 doctors being monitored for 2010, 2011 and 2012. As with last year, it is encouraging to see a large increase in the percentage of doctors who were identified as having potential problems on the Transfer of Information form from their medical school year on year.

Figure 13: F1 doctors in difficulty by category (year on year comparison)



The same information for F2 doctors in difficulty is shown in Figure 14. This year was the first time it was possible to identify which F2 doctors in difficulty had been identified in the transfer of information between their medical and foundation schools at the start of their foundation programme, since the national TOI process was only introduced for the F1 year commencing in August 2009.

Figure 14: F2 doctors in difficulty by category (year on year comparison)



Place of qualification for foundation doctors in difficulty

Table 24 gives a breakdown of the place of qualification for foundation doctors being monitored.

Table 24: Place of qualification for foundation doctors in difficulty

Number of FS	Place of qualification for foundation doctors in difficulty	F1	F2
24	UK med school	196	169
7	EEA med school (excl UK)	6	6
14	Non-EEA med school	15	15
1	Unknown medical school	1	0

The F1 numbers are represented as a percentage of the total number of F1 doctors being monitored in Figure 15. The same information is shown for F2 in Figure 16.

Figure 15: Place of qualification for F1 doctors in difficulty (year on year comparison)

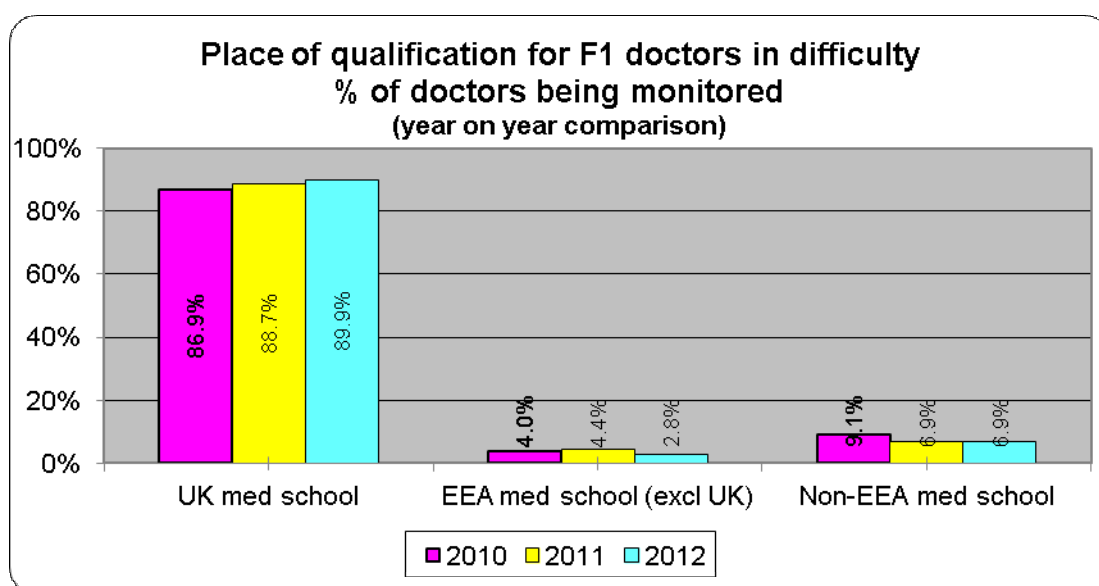
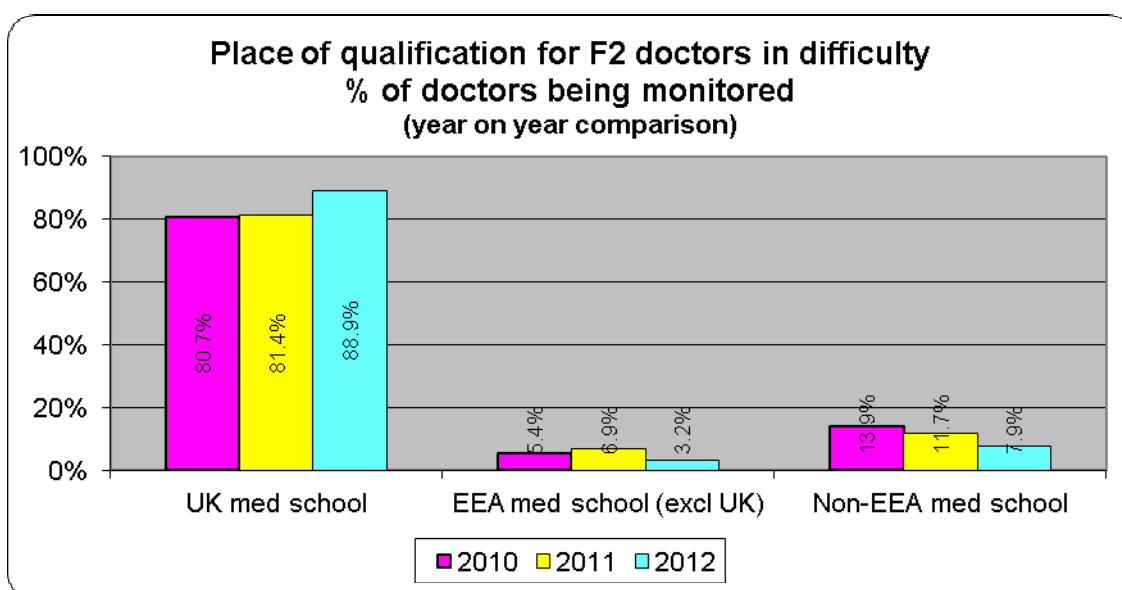


Figure 16: Place of qualification for F2 doctors in difficulty (year on year comparison)



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

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

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

Areas of concern for foundation doctors in difficulty

The domains of the GMC's *Good Medical Practice* were used to describe the area(s) of concern for doctors in difficulty. All 25 foundation schools provided this data, shown in Table 26. The most common area of concern for both F1 doctors and F2 doctors was their personal health, which is the same domain that was shown as the main area of concern since 2010. 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.

Due to the difference in the way the data was collected for 2010 and 2011 (i.e. only one main area of concern was identified), it is not possible to give a year on year comparison for this section.

Table 26: Areas of concern for foundation doctors in difficulty

Areas of concern (GMC domain) for doctors being monitored	F1	F2
Good Clinical Care	43	23
Maintaining Good Medical Practice	33	19
Teaching and Training, Appraising & Assessing	42	43
Relationships with Patients	10	11
Working with Colleagues	33	36
Probity	17	25
Health	125	95

Outcomes for foundation doctors in difficulty

The outlook for doctors in difficulty during their foundation training remains positive, with 73.4% of the F1s and 90% of the F2s being signed off by the original end date of their foundation year or by an agreed, extended end date. The range of outcomes for doctors being monitored is shown in Table 27.

Table 27: Outcomes for foundation doctors in difficulty

Outcome for foundation doctors in difficulty	F1	F2
Signed off, original date	84	94
Expect sign-off, revised date	76	76
Sign-off not expected	18	8
Dismissed	5	1
Resigned	7	2
Other	23	9
Total	213	190
Unknown outcome	5	0

The outcomes for F1 doctors being monitored are illustrated in Figure 17 as a percentage of the total number of doctors being monitored during the year for 2010, 2011 and 2012. The same information for F2s is shown in Figure 18.

Figure 17: Outcomes for F1 doctors in difficulty (year on year comparison)

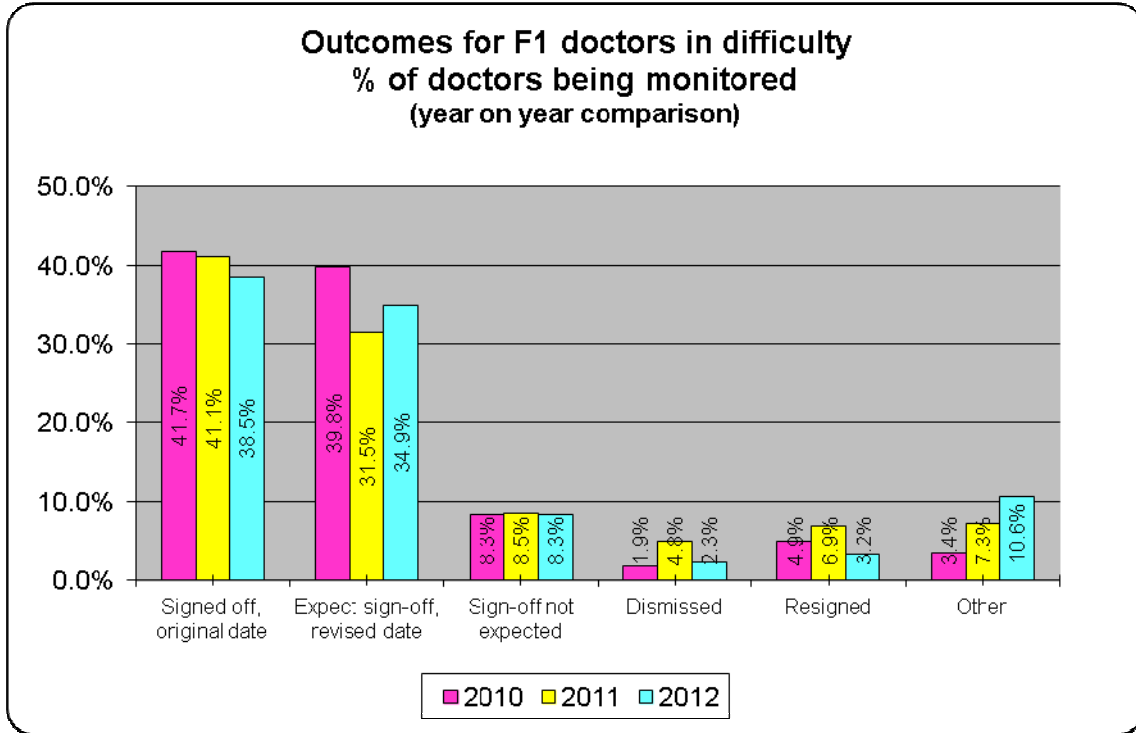
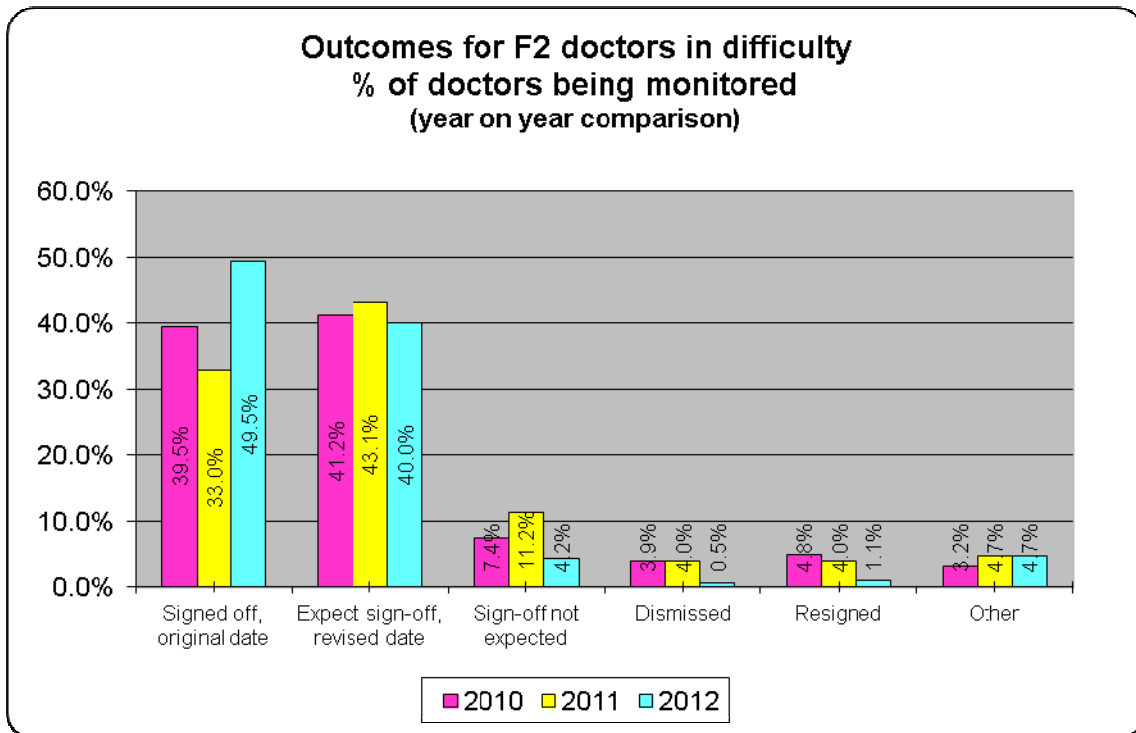


Figure 18: Outcomes for F2 doctors in difficulty (year on year comparison)



GMC referrals

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There were 25 F1 doctors and 30 F2 doctors referred to the GMC for consideration of their fitness to practise across the 25 foundation schools.

F1 referrals account for 0.3% of all F1 doctors and F2 referrals account for 0.4% of all F2 doctors in foundation training ending August 2012. The comparison with 2010 and 2011 is shown in Table 28.

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

Number of FS	Foundation year	Referred to GMC		
		2010	2011	2012
9	F1	0.2%	0.4%	0.3%
8	F2	0.1%	0.3%	0.4%

Section 5 – RECRUITMENT 2012

This section relates to the foundation year commencing in August 2012 and ending in August 2013.

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 2012 (FP 2012), there were 25 foundation schools but 21 UoAs. For the academic round for AFP 2012 there were 17 Academic UoAs. 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 2010, their eligibility was checked nationally by the UKFPO's Eligibility Office before the application period opened.

Prior to the opening of the national application period for FP 2012, the UKFPO's Eligibility Office assessed the eligibility of 820 potential applicants. Of those, 222 were fully eligible to apply for FP 2012 and 85 were eligible subject to passing PLAB. A further 218 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 100 applicants who undertook clinical skills assessments for FP/AFP 2012, 75 passed and 25 failed.

Recruitment process for AFP vacancies

Recruitment to AFP 2012 was managed locally by each Academic UoA in line with a nationally coordinated timetable, with a single date for issuing offers to applicants and a national deadline for these initial offers to be accepted or rejected. Any unfilled places were then offered to reserve list applicants through a cascade process managed by each Academic UoA. The academic recruitment round was completed before the national application process commenced.

Twenty-one Academic UoAs reported they filled 445 AFP places by August 2012. Any unfilled AFP places were incorporated into the national round, where deemed appropriate by the foundation school.

National application process for FP vacancies

Recruitment to FP vacancies is managed via a national application process, followed by local management of pre-employment checks before issuing a contract of employment. The national application process is managed by the UKFPO and is supported by the Foundation Programme Application System (FPAS).

There were 7089 vacancies advertised on FPAS for the national application process for FP 2012 and 7170 applications submitted.

The 7089 top scoring applicants were allocated to places through the initial allocation in December 2011. A further 81 applicants were 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 withdrawn subsequently 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 81 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 2012 a total of 226 requests for pre-allocation were approved. The categories for the 226 pre-allocation approvals were: parent or guardian of a child under 18 (141), primary carer (15), applicant has a health condition which requires local follow-up (52) or applicant requires local educational support (18).

Defence deanery

In addition to the vacancies filled through local Academic FP recruitment and the FP national application process, 62 doctors were appointed to Defence Deanery foundation programmes.

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

National guidance issued by the Conference of Postgraduate Medical Deans of the UK (COPMeD) indicated that for FP 2012 any places that remained unfilled at the end of the national process 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.

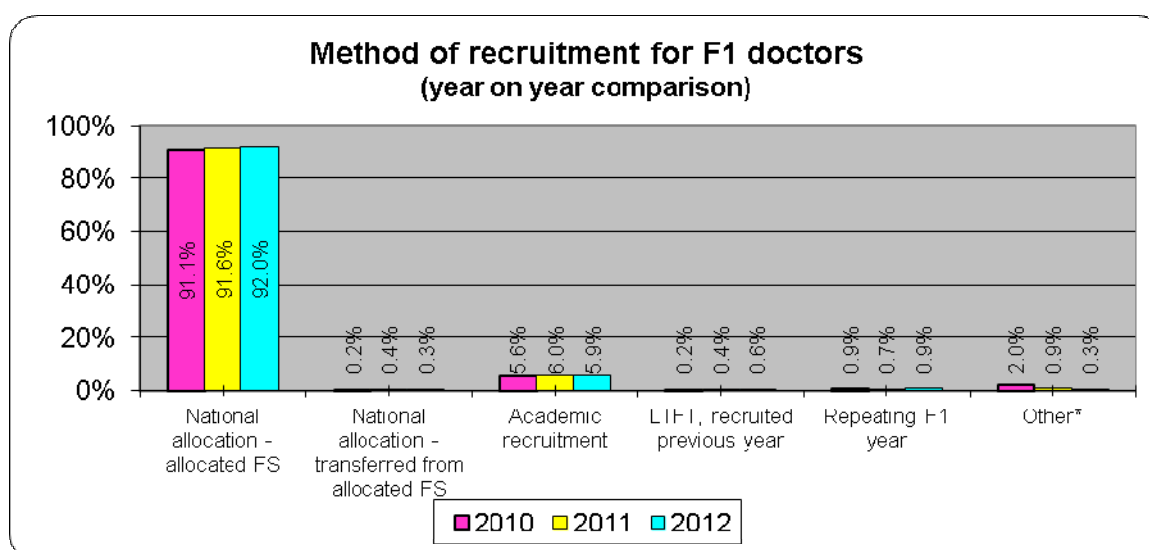
Table 29: Recruitment of F1 doctors

Number of FS	Recruitment of F1 doctors	Total
25	National allocation - allocated FS	6,847
13	National allocation - transferred from allocated FS	25
23	Academic recruitment	441
16	LTFT, recruited previous year	41
20	Repeating F1 year	68
5	Other*	13
	Total F1 doctors	7,435

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

Figure 19 shows a year on year comparison of the recruitment of F1 doctors.

Figure 19: 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 2012, there was no national process and so any 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 2012.

Table 30 shows that 6546 F2 doctors started the second year of the Foundation Programme in the same foundation school, with 35 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 394 of F2 doctors. A total of 60 F2 places were filled by doctors needing to repeat all or part of their F2 year.

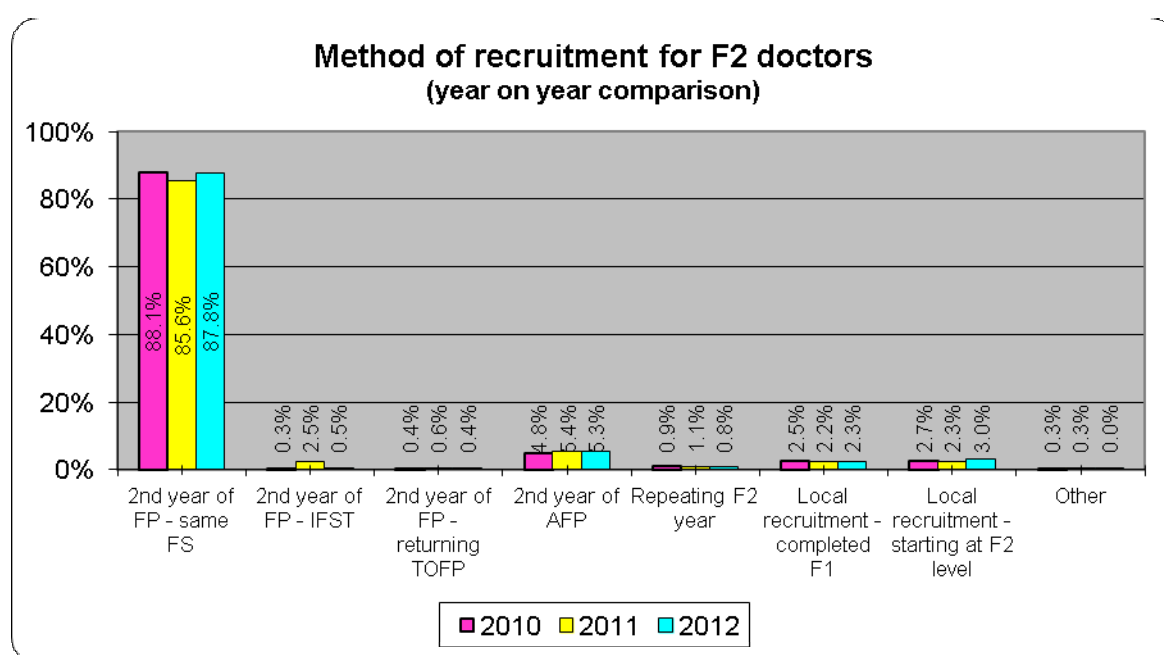
A total of 393 doctors were appointed to one year F2 posts.

Table 30: Recruitment of F2 doctors

Number of FS	Recruitment of F2 doctors	Total
24	Starting year 2 of two year programme - same FS	6,546
13	Starting year 2 of two year programme - IFST	35
11	Starting year 2 - returning from approved TOFP	28
21	Starting year 2 of two year AFP	394
18	Repeating F2 year	60
17	Local recruitment - one year post (completed F1)	169
17	Local recruitment - one year post (starting at F2 level)	224
2	Other	2
	Total F2 doctors	7,458

Figure 20 shows the percentage of F2 doctors appointed by the different methods for 2010, 2011 and 2012.

Figure 20: Method of recruitment for F2 doctors (year on year comparison)



Place of qualification

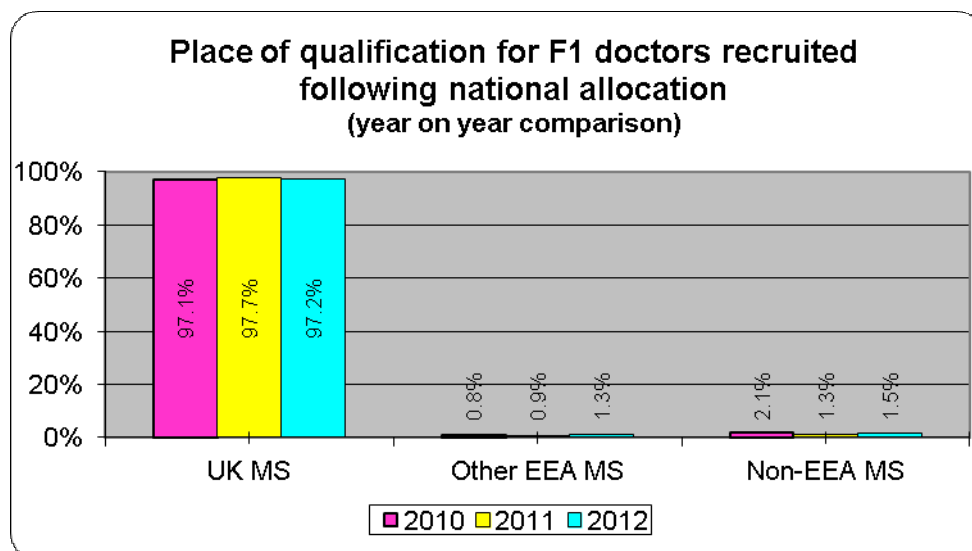
The majority of doctors starting the Foundation Programme each year are recruited after being allocated through the national application process. Medical students from around the world are able to apply to the Foundation Programme each year, provided they meet all the eligibility criteria. Figure 21 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, 1.3% qualified at an EEA medical school (excluding the UK) and 1.5% 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 2012 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 21 shows a year on year comparison for the percentage of appointees who qualified from each category of medical school.

Figure 21: 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 2011 and ending in August 2012.

Number of Academic Foundation Programme places

Of the 25 UK foundation schools, 18 reported AFP places at F1 and 24 schools reported AFP places at F2 level. Across these schools a total of 423 F1 places and 481 F2 places (two year programmes plus one year posts) were available, with a total of 419 F1 and 474 F2 places being filled. As with the last two years, the majority (70.7%) 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
21	Research	301	297
8	Medical education	33	33
1	Management / leadership	20	20
4	Other programmes	69	69
	Total	423	419

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

Number of FS	Category of Academic FP	F2 - part of 2-year programme		F2 - stand-alone posts		F2 Total	
		Available	Filled	Available	Filled	Available	Filled
21	Research	303	298	35	35	338	333
8	Medical education	51	50	10	9	61	59
1	Management / leadership	19	19	0	0	19	19
4	Other programmes	60	60	3	3	63	63
	Total	433	427	48	47	481	474

Figure 22 shows the total number of Academic Foundation Programme places available across both foundation years and the percentage of places filled for each category.

Figure 22: AFP places available and % filled (F1 and F2)

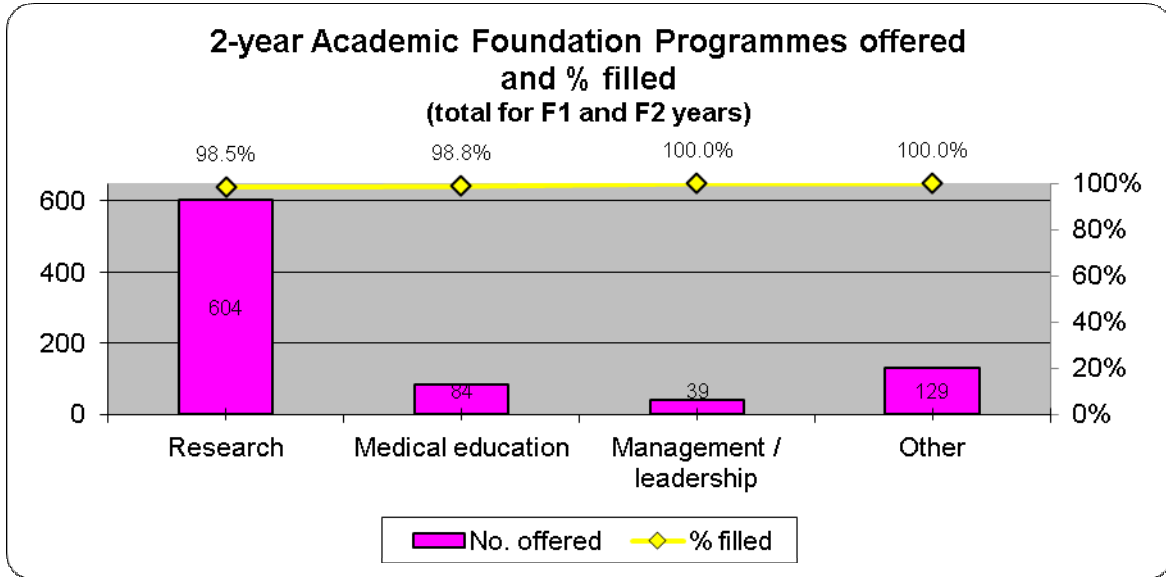


Figure 23 shows the number of each category of AFP as a percentage of the total number of AFP places offered across both foundation years. Figure 24 gives the year on year comparison.

Figure 23: Percentage categories of AFP

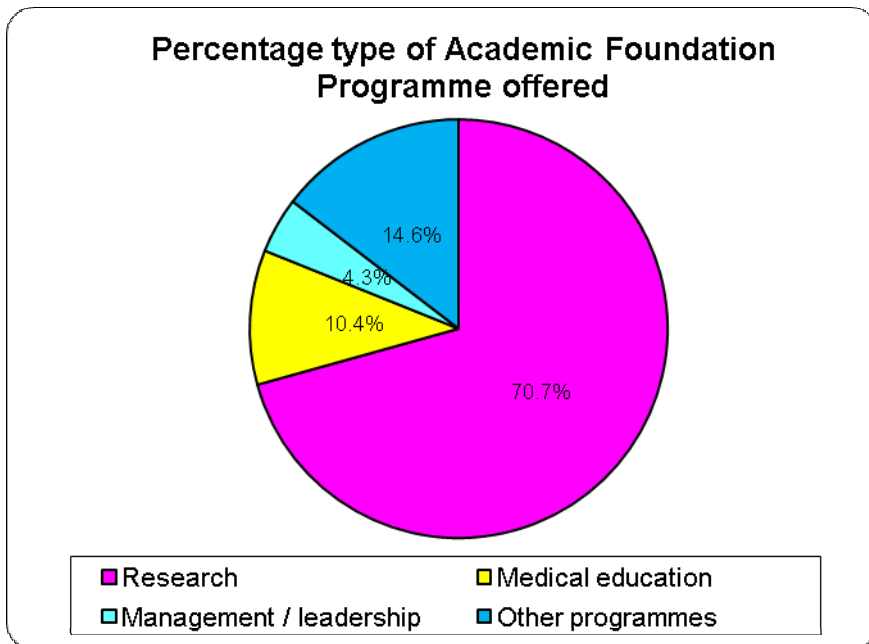
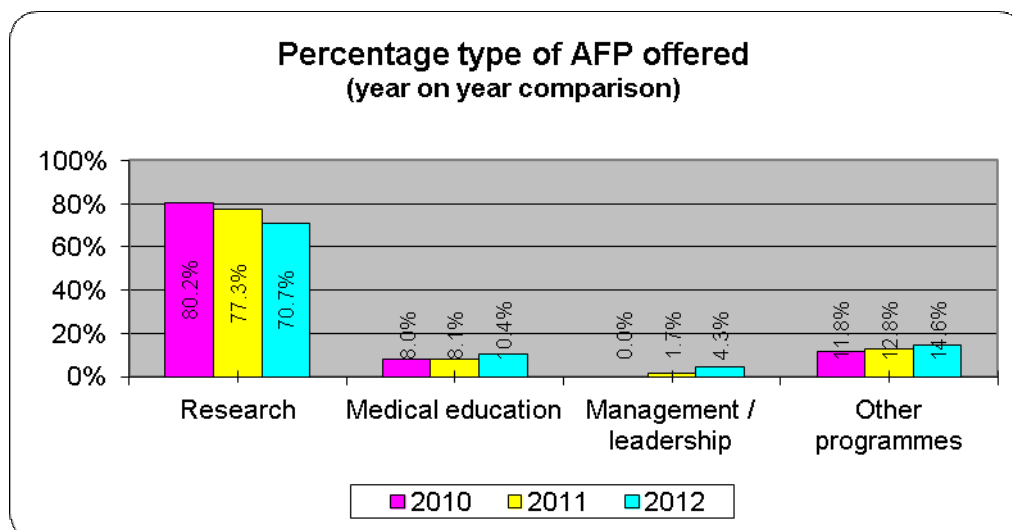


Figure 24: Percentage type of AFP offered (year on year comparison)



Unfilled Academic Foundation Programme places

A total of four F1 and seven F2 places remained unfilled at the start of the Academic Foundation Programme in August 2011. The reasons for these gaps are shown in Table 33. Some additional AFP vacancies were filled as Foundation Programme places and have not been included in these numbers.

Table 33: Reasons for unfilled AFP places

Reasons for unfilled AFP places in August 2011	AFP year	
	F1	F2
Appointee not identified by August 2011	1	6
Appointee transferred to a flexible training programme too late to find a replacement	1	0
Appointee resigned too late to find a replacement	0	1
Appointee failed finals too late to find a replacement	2	
Total	4	7

The unfilled places accounted for 0.09% of all F1 AFP places and 0.01% of F2 AFP places. This compares to 1.4% and 0.09% for 2011, 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 412 (97.4%) F1s in AFPs successfully completed their F1 year, with 11 (2.6%) 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	398	94.1%
F2 different school	5	1.2%
Other - continuing FP	4	0.9%
Leaving FP	5	1.2%
Total	412	97.4%

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 2012. The 24 schools reported that a total of 472 (98.7%) AFP F2 doctors were signed off at the end of their F2 year, with 6 (1.3%) doctors not being signed off.

Of the known career destinations 334 (82.5%) of doctors successfully completing an AFP were appointed to specialty training in the UK. This compares with 71.7% of doctors completing a non-academic 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	91	22.5%
Specialty training in UK - core training programme	172	42.5%
Specialty training in UK - academic programme	61	15.1%
Specialty training in UK - FTSTA	5	1.2%
Specialty training in UK - deferred for higher degree	1	0.2%
Specialty training in UK - deferred for statutory reasons	4	1.0%
Sub-total for specialty training in UK	334	82.5%
Locum appointment for training (LAT) in UK	1	0.2%
Specialty training outside UK	3	0.7%
Service appointment in UK	10	2.5%
Other appointment outside UK	22	5.4%
Still seeking employment as a doctor in the UK	16	4.0%
Not practising medicine - taking a career break	19	4.7%
Not practising medicine - permanently left profession	0	0.0%
Total signed off, known destinations	405	100.0%

Academic foundation doctors not signed off

For the academic foundation year ending in August 2012, 11 doctors were not signed off at the end of AFP F1 and 6 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
>4 weeks absence	7	2
Remedial training agreed	1	3
Resigned	3	1
Total	11	6