

UK Foundation Programme Career Destinations Report 2017



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UK National F2 Career Destination Survey 2017

Introduction

This is the eighth UK national F2 Career Destination Report using data collated from a UK-wide (four nations) survey of outgoing F2 doctors. It describes the career destinations of F2 doctors who completed their foundation training in August 2017. These doctors typically graduated from medical schools in 2015.

Like the previous reports, this paper provides details about:

1. Next career destinations
2. Doctors who intend to work less than full-time
3. Doctors who undertook Medical Royal College exams during F2
4. The proportion of doctors progressing into psychiatry and general practice (GP) specialty training
5. The numbers of specialty training and service posts being taken outside the UK
6. The percentage of doctors leaving the UK and those intending to return within five years

Throughout the report, references to specialty training include general practice (GP) training.

Executive Summary

Each year the UK Foundation Programme undertakes a survey of all FY2s to determine their career aspirations and career destinations if known. This is the eighth UK national FY2 Career Destination Report using data collated from a UK foundation schools. These doctors typically graduated from medical schools in 2015. The 2017 survey received 6890 returns, giving a 91.1% response rate.

The number of FY2 trainees remaining in the UK to work as a doctor either in a training post or service position has increased slightly compared to last year, 69.6% in 2017 compared to 66.2% in 2016. There has been little overall change to this percentage over the last five years, indicating that doctors completing foundation training are playing a key role in the delivery of service within the NHS.

Since 2011 there has been a continuing trend showing a decline in the number of FY2 doctors moving directly from the foundation programme into specialty training.

A degree of attrition is expected as trainees are advised there is a natural break in training between foundation and specialty training and therefore many chose this time to take a career break, gain experience or undertake further education.

Of the total respondents, 55.7% applied (not necessarily appointed) for specialty training posts in the UK.

Progression into specialty training is influenced by the availability of posts in the specialty and/or locations. It is recognised that many applicants now prefer to wait a further year to apply for their location/speciality of choice if it is not immediately available

	2017	2016	2015	2014	2013	2012	2011
Direct into specialty training	42.6%	50.4%	52.0%	58.8%	64.4%	67.0%	71.3%

The GMC has been monitoring the number of previous FY2s in training each year following the completion of FY2. The latest data published in July 2017 indicates that 90% of previous FY2 doctors are back in training four years after the completion of FY2 training.¹

The number of trainees taking a career break between FY2 and specialty training is static at circa 13%.

The 2017 data shows that 6.4% of respondents intended to take a career break after foundation when asked in FY1 but this increased to 13.8% when asked again at the end of FY2.

At the point of the survey there are approximately 10% of respondents still looking for employment as a doctor within the UK or abroad. This number has again remained static and there were further rounds of specialty recruitment after the date of the survey.

¹ https://reports.gmc-uk.org/views/2017-Recruitment-PG-publicrelease/PUB-Dash_Summary?%3Atabs=no&%3Atoolbar=no&%3Aembed=y#3

Method

As in previous years, all foundation doctors who were due to complete their foundation training in August 2017 were expected to participate in the survey. By agreement of Foundation School Directors (FSD), only doctors who completed the survey were issued with their F2 sign-off document (Foundation Programme Certificate of Completion).

This report is based on data gathered from a homogenous purposive sample. Institutional approval for this survey came from the UK Foundation Programme Office. The survey includes a statement of informed consent to the participants detailing the length of time the survey would take to complete, and how the data would be used. This was a survey incentivised with the issue of a participants Foundation Programme Certificate of Completion.

Foundation schools gathered the data between May and September 2017. Foundation schools mainly (except for Peninsula who used a paper based survey), used an online survey tool to gather the data. Doctors who did not complete F2 foundation training in August 2017 (²275) and military F2s were not required to participate in the survey. The UK Foundation Programme Annual Report 2017 provides more information about the reasons for doctors not being signed off (not all reasons are due to unsatisfactory progress).

The survey response rate is calculated using the number of valid survey responses (cleaned of duplicates and invalid responses), with the reported number of uncleaned responses.

Data contained within this report is based on foundation doctors' self-reported career intentions or declared appointments. We have not compared career intention with the final actual appointment/next career destination for individual doctors. However, we have agreed that respondents can choose to provide their unique General Medical Council (GMC) reference number on the understanding that their data will be shared with the GMC to inform the longitudinal study.

² This is the number of doctors who did not complete their Foundation year in 2017, as reported in the UKFPO Annual report data for 2017.

Responses

22 UK foundation schools provided F2 career destination data.

The Destination Survey received a total of 7563 responses, and after cleaning (removing duplicates, and invalid responses), achieved a total of 6890 valid responses. This gives a response rate of 91.1%, this high response rate is expected in this circumstance of purposive and mandatory sampling. The survey respondents received their Foundation Programme Certificate of Completion after they complete this survey.

This report is based on 6890 valid destination survey responses.

This number includes 6314 doctors completing the Standard Foundation Programme and 445 completing the Academic Foundation Programme (131 did not declare their “Type of Foundation Training” in the survey).

Career intentions at the start of F1

The following table summarises the stated Career Intentions from respondents as they recalled them to be when they started F1 training.

At the beginning of F1 training 3710/6890 (53.8%) intended to progress immediately to UK specialty training, this compares to 58.5% reported in 2016.

Intended career destination at start of F1 (percentage of whole population 6890)		
Career Destination	No.	Percentage
To immediately progress into ST (in UK)	3710	53.8%
To immediately progress into ST (OUTSIDE UK)	78	1.1%
Service post in UK	175	2.5%
Service post OUTSIDE UK	547	7.9%
Locum Work	415	6.0%
Further academic study	88	1.3%
To undertake a clinical teaching fellow or similar post	122	1.8%
Other (in UK)	23	0.3%
Other (outside the UK)	158	2.3%
Military posting	65	0.9%
Career break	439	6.4%
Undecided at the time	1046	15.2%
No Response	1	0.0%
Did Not Undertake F1	23	0.3%
Total	6890	100.0%

Table 1: Intended career destinations at the start of F1

Of the 3710 doctors intending to immediately continue into specialty training in the UK, 94.4% provided data about their first-choice specialty training programme at that time, with 4.3% reporting that they were undecided at the start of their foundation training, and 1.3% gave no response to this question. Results are given in Table 2.

General Practice (GP) and Core Medical Training (CMT) accounted for less than half (combined percentage, 39.7%) of the intended specialty training programmes. This is less than the 42.2% reported in 2016 and shows a continual decrease on older reports.

Intended ST programme in the UK at start of F1		
Specialties	No.	Percentage
Academic Clinical Fellowship (ACF)	106	2.9%
Acute Care Common Stem (ACCS) - Acute Medicine	79	2.1%
Acute Care Common Stem (ACCS) - Anaesthesia	188	5.1%
Acute Care Common Stem (ACCS) - Emergency Medicine	130	3.5%
Anaesthesia	133	3.6%
Broad-based Training	13	0.4%
Cardiothoracic Surgery	14	0.4%
Clinical Radiology	90	2.4%
Community Sexual and Reproductive Health	7	0.2%
Core Medical Training	679	18.3%
Core Psychiatry Training	128	3.5%
Core Surgical Training	519	14.0%
General Practice	795	21.4%
Histopathology	19	0.5%
Intensive care medicine	1	0.0%
Neurosurgery	34	0.9%
Obstetrics & Gynaecology	203	5.5%
Ophthalmology	92	2.5%
Oral and Maxillofacial Surgery	12	0.3%
Paediatrics	254	6.8%
Public Health	7	0.2%
NO RESPONSE	47	1.3%
Undecided at the time	160	4.3%
Total	3710	100.0%

Table 2: Intended first choice ST programme in the UK at the start of F1

From the 3710 doctors who said that at the beginning of F1 they intended to progress to Specialty Training, 3503 provided details of their intended specialty.

The survey asked these respondents if their intended First Choice of Specialty changed during Foundation Training. The table below shows the numbers in this group who changed their minds and why.

62.8% advised that their specialty training programme choice did not change during their foundation training. This is about the same as in 2016 (62%).

Question: "Did specialty choice change during Foundation Training"		
Answer	Frequency	Percentage
No response	8	0.2%
No: still first choice specialty	2199	62.8%
Yes: I realised the original choice specialty was not compatible with my personal circumstances	25	0.7%
Yes: didn't enjoy rotation in original choice specialty	242	6.9%
Yes: other reason	381	10.9%
Yes: preferred a different specialty	648	18.5%
Total	3503	100.0%

Table 3: Changes to ST programme choices during FP 2017

Stated Career destinations of successful F2 doctors

The Survey asked doctors to state their next destination (following Foundation Training).

In 2017, 42.6% of F2 doctors were appointed to specialty training in the UK (both run through-and core). Of these, 2.6% deferred their appointment. The table below details the stated career destinations (at the end of F2) for 6890 respondents.

Destinations for F2 doctors	Standard Foundation Programme (6314)		Academic Foundation Programme (445)		Unknown Foundation Programme Type (131)		All (standard, academic and unknown) F2 destinations (6890)	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Specialty training in UK - run-through training programme	1277	20.2%	65	14.6%	38	29.0%	1380	20.0%
Specialty training in UK - core training programme	1121	17.8%	116	26.1%	32	24.4%	1269	18.4%
Specialty training in UK - academic programme	22	0.3%	55	12.4%	4	3.1%	81	1.2%
Specialty (including GP) in the UK no FP training type stated	30	0.5%	0	0.0%	0	0.0%	30	0.4%
Specialty training in UK - deferred for higher degree	2	0.0%	1	0.2%	0	0.0%	3	0.0%
Specialty training in UK - deferred for statutory reasons	22	0.3%	3	0.7%	1	0.8%	26	0.4%
Specialty training in UK - deferred for other reason	139	2.2%	5	1.1%	5	3.8%	149	2.2%
Sub-total for specialty training in UK	2613	41.4%	245	55.1%	80	61.1%	2938	42.6%
Locum appointment for training (LAT)	34	0.5%	1	0.2%	0	0.0%	35	0.5%
Service appointment in UK	1088	17.2%	60	13.5%	6	4.6%	1154	16.7%
Clinical / related appointment in UK <i>(summarises the three totals subtotal for specialty in UK, LAT and Service in the UK, this is not a percentage of the column total)</i>	3735	59.1%	306	68.8%	86	65.7%	4127	59.8%
Service outside UK	28	0.4%	2	0.4%	0	0.0%	30	0.4%
Other appointment in UK (inc. clinical teaching fellow and Military)	429	6.8%	28	6.3%	13	9.9%	470	6.8%
Still seeking employment as a doctor in the UK	485	7.7%	17	3.8%	6	4.6%	508	7.4%
Further study	177	2.8%	25	5.6%	4	3.1%	206	3.0%
Other appointment outside UK (inc. specialty outside the UK)	101	1.6%	9	2.0%	2	1.5%	112	1.6%
Still seeking employment as a doctor outside the UK	246	3.9%	14	3.1%	2	1.5%	262	3.8%
Not practising medicine - taking a career break	902	14.3%	34	7.6%	15	11.5%	951	13.8%
Not practising medicine - permanently left profession	35	0.6%	3	0.7%	3	2.3%	41	0.6%
Turned down specialty training in the UK as location unsuitable	99	1.6%	4	0.9%	0	0.0%	103	1.5%
Undecided/no response	77	1.2%	3	0.7%	0	0.0%	80	1.2%
Subtotal other destinations	3701	58.5%	200	44.9%	51	38.9%	3952	57.4%
Total signed off, known destinations	6314	100.0%	445	100.0%	131	100.0%	6890	100.0%

Table 4: Career destinations at the end of F2 2017

The tables above and below show that from the 6890 respondents, 59.8% had secured a clinical or related appointment in the UK (specialty, locum, service), and 7.4% were still seeking employment as a doctor in the UK. Less than half (42.8%) reported that they were progressing directly into specialty training in the UK.

The table below provides a comparison for 2011 to 2017 destinations. The percentages include doctors completing an academic foundation programme, and those respondents who did not describe their Foundation Programme type.

Destinations for F2 doctors	2017	2016	2015	2014	2013	2012	2011
Specialty training in UK - run-through training programme	20.0%	32.8%	24.0%	29.5%	29.9%	33.5%	34.0%
Specialty training in UK - core training programme	18.4%	15.4%	26.0%	26.8%	29.6%	30.5%	34.0%
Specialty training in UK - academic programme	1.2%	0.7%	1.3%	1.6%	1.5%	1.6%	1.5%
Specialty training in UK – FTSTA (2011 to 2016) or NO TRAINING TYPE STATED (2017)	0.4%	0%	0.1%	0.2%	0.2%	0.8%	1.1%
Specialty training in UK - deferred for higher degree	0.0%	0.4%	0.0%	0.1%	0.2%	0.1%	0.1%
Specialty training in UK - deferred for statutory reasons/other reason	2.6%	1.1%	0.5%	0.3%	0.5%	0.5%	0.5%
Subtotal for specialty (incl. GP) training in UK	42.6%	50.4%	52.0%	58.5%	64.4%	67.0%	71.3%
Locum appointment for training (LAT) in UK	0.5%	0.5%	0.5%	0.5%	0.6%	0.7%	0.4%
Service appointment in UK	16.7%	8.3%	9.2%	5.6%	3.5%	3.3%	2.3%
Other appointment in UK (inc. clinical teaching fellow, military post, and further study)	9.8%	7%	5.5%	6.1%	2.3%	1.9%	3.0%
Still seeking employment as a doctor in the UK	7.4%	5.9%	8.6%	8.4%	7.6%	7.4%	6.3%
Specialty training outside UK	0.1%	0.3%	0.4%	0.3%	0.6%	1.1%	0.8%
Other appointment outside UK (inc. Service OUK and Spec OUK)	2%	7.8%	6.1%	3.9%	4.8%	6.6%	7.4%
Still seeking employment as a doctor outside the UK	3.8%	4.6%	4.3%	5.1%	6.5%	5.5%	3.7%
Not practising medicine - taking a career break	13.8%	13.1%	13.1%	11.3%	9.4%	6.1%	4.6%
Not practising medicine - permanently left profession	0.6%	0.6%	0.3%	0.3%	0.3%	0.2%	0.1%
Turned down specialty training in the UK as location unsuitable	1.5%	0.6%					
Undecided/No Response	1.2%	0.9%					
Subtotal other destinations	57.4%	49.6%	48%	41.5%	35.6%	32.8%	28.6%
Total signed off, known destinations	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 5: Career destinations six-year comparison

Appendix A sets out career destinations by individual foundation school and Appendix B provides career destinations by graduating medical school.

GMC Analysis of the transition from the Foundation Programme to the next stage of training.

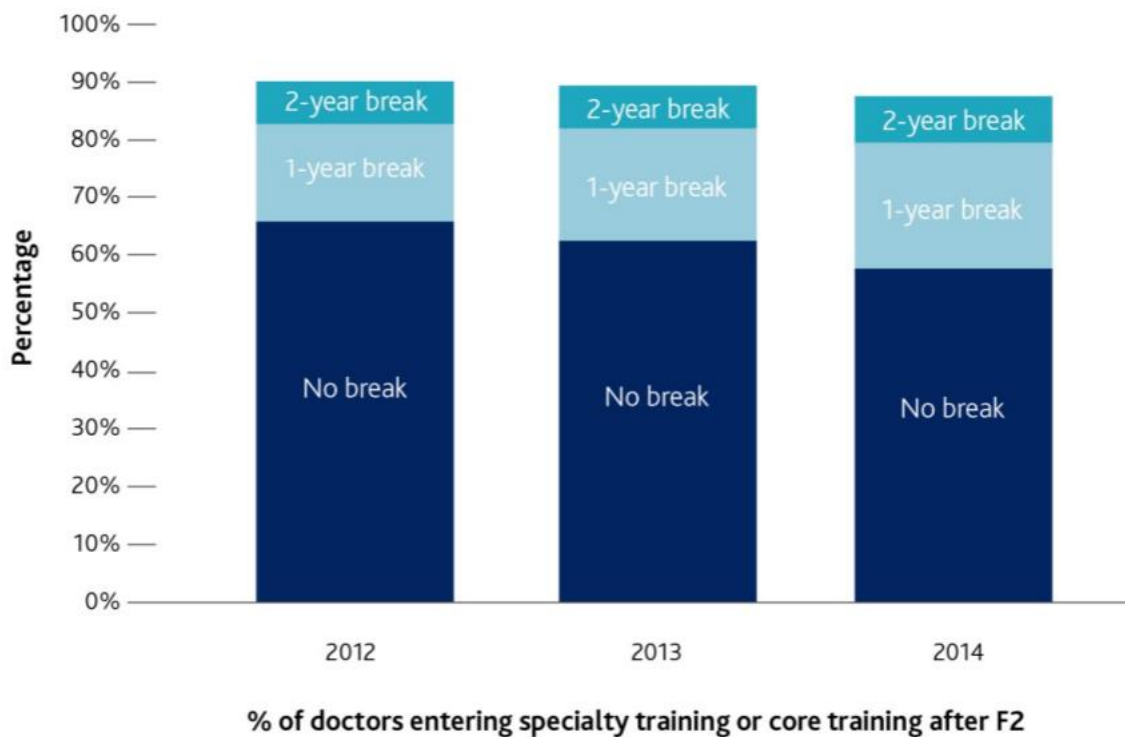
In November 2017, the GMC published a working paper which explored how doctors progress through their training. The report used data from the National Training Surveys (2012-2017). The report found similar themes to the UKFPO Career Destination Survey, with time out of training being commonplace, with 1/3 of the current doctors in training having a break in the past five years. The most common time for a break was immediately after completing the Foundation Programme.

The report supports the work undertaken by the UKFPO, finding that the number taking a break after the Foundation Programme is increasing, from 30% in 2012 to 54% in 2016. But GMC analysis does show that only a small number of doctors who complete the Foundation Programme, do not return to UK training after five years (7% of the 2012 FY2 cohort not in training). Nearly 90% of doctors who complete the Foundation Programme go on to enter specialty training or core training in the UK within three years.

The GMC report can be downloaded at

https://www.gmc-uk.org/Training_pathways_1_FINAL2.pdf_72695703.pdf

Proportion of doctors entering specialty training after foundation training



Changes to career intentions during the Foundation Programme

The table below provides a general comparison of the respondents' intentions at the start of F1 and their reported destinations at the end of Foundation Training (the time of completing the survey). The data does not reflect individual doctors' intentions versus their reported destinations. The numbers shown are totals for the Intentions and Destinations. For example, respondents who intended to progress into a UK service are not necessarily the same respondents reporting to have been appointed to a UK service post.

Career Intentions	Total Intentions at the Start of F1		Total Reported Destinations at the end of F2	
	No.	%	No.	%
Specialty training in the UK <i>(includes Run through, core, academic, LAT, deferred higher degree, deferred statutory reasons, deferred other reasons)</i>	3710	53.8%	2938	42.6%
Locum appointment for training (LAT) in UK	415	6%	35	0.5%
Service post in the UK	175	2.5%	1154	16.7%
Still seeking employment as a doctor in the UK			508	7.4%
Specialty training outside the UK	78	1.1%	4	0.1%
Service post outside the UK	547	7.9%	30	0.4%
Other outside UK	158	2.3%	108	1.6%
Other in UK (includes military, clinical teaching fellow and further study)	298	4.3%	676	9.8%
Still seeking employment as a doctor outside the UK			262	3.8%
Career break	439	6.4%	951	13.8%
Permanently left the medical profession			41	0.6%
Turned down Specialty			103	1.5%
Did not undertake an F1 year	23	0.3%		
No response/undecided	1047	15.2%	80	1.2%
Total	6890	100%	6890	100%

Table 6: Career intentions at the start of F1 vs reported destinations at the end of F2

Just over half, 53.8% (3710/6890), of respondents reported that their intention at the start of F1 was to continue immediately with specialty training in the UK. From this group 2798/3710 (75.4%) reported they had indeed applied for specialty training in the UK during the 2016/2017 recruitment rounds, and 2253/3710 (59.4%) of this group gave 'appointed to ST in the UK' as their next career destination.

From the 2110 respondents who reported that their next career intention at the start of F1 was NOT specialty training in the UK (this does not count No Response/undecided, or those that did not undertake an F1 year, which totals 1070), 323/2110 (15.3%) of this group gave 'appointed to ST in the UK' as their reported career destination at the end of F2.

Increase in Career Breaks: reasons and duration of breaks

The survey collected information regarding the number of respondents intending to take a career break at the beginning of their foundation training, and the number who took a career break at the end of their training. The 2017 data shows that at the beginning of F1 the intention or plan to take a career break was 6.4%, but at the end of foundation training more than double this number (13.8%) did take a career break (see table 6).

There has been a year on year increase in career breaks at the end of Foundation training since 2011; an increase this year from 13.1% to 13.8%. A targeted study would be required to understand the reasons for the increase in the proportion of doctors taking a career break following completion of the Foundation Programme.

The number of respondents who had intended to take a career break at F1 was 439/6890 (6.4%), and 232 of this group did take a career break at the end of F2. There were a further 719 respondents who had not intended at F1 to take a career break, but this was their destination at F2. This gives the total of 951/6890 (13.8%) that did take a career break at the end of F2.

The destination survey for 2017 explored reasons for respondents indicating that they wanted to take a career break at the start of their F1 only (the survey did not collect reasons for those who did not indicate this intention at F1, but went on to take a break). The table below shows a summary of the reasons and the anticipated duration for those indicating that they intended to take a career break at the start of F1, and went onto take a career break at the end of F2 (232).

The table shows that for those intending at F1 to take a career break and stayed with this destination at F2, most only intended to take this break for 1 year, except for those planning to leave medicine.

Number of Years	Intention for break at F1 and career break taken at end of F2: Reasons and anticipated duration								Total
	Combination of a few or all of these responses	Family Reasons	Further Study	No reason given	To leave medicine	To reflect on career choice	To rest after Foundation Training	To travel	
1 year	0	6	8	45	0	2	1	100	162
2 years	2	0	2	9	4	1	0	26	44
3 years	0	0	0	0	1	0	0	3	4
Less than 1 year	0	1	0	4	0	1	0	13	19
No duration given	0	0	0	1	1	0	0	1	3
Totals	2	7	10	59	6	4	1	143	232

Table 7: Reasons and anticipated duration for respondents intending to take a career break at F1 and taking break at F2

The table below shows the duration of career breaks for those respondents who did not intend to take a career break at F1 but went onto take a break at F2 (719).

Did NOT intend to take a career break at F1 but went onto take a career break at F2: planned duration of career break					
1 year	2 years	3 years	less than 1 year	no duration given	overall total
2	2	1	2	712	719

Table 8: Did not intend to take a break at F1 but took a break at F2, possible indications of duration of break

The high number of “No Duration Given” can be accounted for by the sequencing of questions in the survey. The “duration of career break”, question follows the “Intention at F1” question in the survey and therefore does not produce a true result for those respondents who did take a career break at F2. It is recommended that for the 2018 survey the “duration” question is repeated after asking the respondents for their destinations at F2. This way a comparison can be made between estimated duration when intention for a break existed at F1 and estimated duration when a career break was taken at F2 (with or without intention at F1).

Applications to UK specialty training (including ACF, excluding LAT)

Of the total population 3837/6890 (55.7%) respondents **applied** (not necessarily appointed) for specialty training posts in the UK. The outcomes of applications are provided in Table 9 below.

Outcome for F2 doctors applying for UK specialty training posts (3837)	No.	%
Application made and offer received	3429	89.4%
Application made but no offer	405	10.6%
Application made but outcome unknown	3	0.1%
Total	3837	100%

Table 9: Outcome for F2 doctors applying for UK specialty training posts

Of the 405 doctors who applied for specialty training in the UK but did not receive an offer, less than a quarter (20.5%) reported they were 'still seeking employment in the UK'. The career destinations at the time of completing the survey for these 405 doctors are given in Table below.

Career destination for those applying for but not securing ST in the UK (405)	No.	%
Locum appointment for training (LAT)	4	1%
Service appointment in the UK	166	41%
Undertaking further academic study	29	7.2%
Other (e.g. anatomy demonstrator), UK or outside the UK	45	11.1%
Still seeking employment as a doctor in the UK	83	20.5%
Specialty training outside the UK	0	0%
Service appointment outside UK	4	1%
Still seeking employment as a doctor outside the UK	13	3.2%
Taking a career break	56	13.8%
Not practising medicine - permanently left profession	5	1.2%
Total signed off, known destinations	405	100%

Table 10: Career destinations for those applying for but not securing ST in the UK

Of the 3429 (see Table 7) respondents who received an offer of specialty training in the UK, 14.3% (490/3429) reported they did not continue into specialty training. Around a quarter of these doctors chose to take a career break as their next career destination at the time of completing the survey.

The career destinations for respondents offered but declined Specialty in the UK.

Career destination for those declining an ST offer (490)	No.	%
Locum appointment for training (LAT)	16	3.3%
Service appointment in the UK	117	23.9%
Further academic study	15	3.1%
Other (e.g. anatomy demonstrator) in the UK or outside the UK	79	16.1%
Still seeking employment as a doctor in the UK	15	3.1%
Specialty training outside the UK	3	0.6%
Service appointment outside UK	1	0.2%
Still seeking employment as a doctor outside the UK	13	2.7%
Taking a career break	130	26.5%
Not practising medicine - permanently left profession	4	0.8%
Continuing F2	0	0.0%
Military Posting	0	0.0%
Turned down specialty appointment	97	19.8%
Total signed off, known destinations	490	100.0%

Table 11: Career destinations for those declining an ST offer

Appointment to general practice (GP) and core psychiatry training (CPT)

Appendices C and D show the percentage of total respondents (6890) who reported they were appointed to specialty training in the UK, together with the percentage appointed to general practice (GP) and core psychiatry training (CPT) by foundation school and graduating medical school respectively.

The survey shows that in 2017 3837/6890 (55.7%) said they **applied** to Specialty training in the UK. The survey also shows that 2938/6890 (42.6%) were appointed to specialty training programmes in the UK. From this group 1052/2938 (35.8%) were appointed to GP, and 964/1052 (91.6%) of this group stated that this (GP) was their first-choice specialty. In comparison 148/2938 (5%) were appointed to CPT and 138/148 (93.2%) stated that this (CPT) was their first choice.

The table below shows the percentage of those appointed to Specialty in the UK that were appointed to GP or CPT and compares this across 6 years.

Appointed to GP or CPT (appointed to Specialty in UK in 2017 (2938))	2017	2016	2015	2014	2013	2012
General Practice	35.8%	33.8%	33.9%	35.5%	36.6%	36.1%
Core Psychiatry Training	5%	5.3%	5.1%	5.7%	5.3%	4.7%

Table 12: Appointments to GP or CPT six-year comparison

Post-foundation employment outside of the UK

The survey collected destination information for those respondents stating that their next destination would be Outside of the UK, 142/6890 respondents (2.1%) reported their next destination was not in the UK. A further 262/6890 (3.8%) reported that they were still seeking positions Outside of the UK.

From the number that had secured a position Outside of the UK, 30/6890 (0.4%) had secured a Service post and 4/6890 (0.1%) had secured a specialty training post. This compares to 5.4% and 0.3% respectively in 2016. The significant decrease in respondents reporting specialty and service Outside of the UK may be due to refinements made to the survey questions. The survey was improved in 2017 to ask the respondents to detail the location of their specialty or service appointments. It should also be noted that, 262/6890 (3.8%) reported that they were still seeking Outside of the UK, and 108/6890 (1.6%) gave a destination of 'Other Outside of the UK'. In total there were 405/6890 (5.9%) destinations counted as Outside of the UK.

The table below describes whether the choice for these destinations Outside of the UK was preferred to a position in UK, or circumstantial.

Career destination outside the UK	Preferred choice to leave UK?		
	Yes	No	No response
Service post	93.3%	3.3%	3.4%
Specialty training post	50.0%	25.0%	25.0%
Still seeking outside of the UK	79.0%	1.9%	19.1%
Other outside of the UK	57.4%	12.0%	30.6%

Table 13: Career destinations Outside of the UK preferred to destination in UK

The table below shows whether those choosing destinations Outside of the UK intend to return to the UK within the next 5 years. This suggests that most doctors appointed to service posts and Other destinations outside the UK intend to return to UK practice. Only 25% of Specialty destinations Outside the UK are certain they intend to return. Due to the small number of doctors appointed to specialty training outside of the UK and low response rate to this question, caution should be exercised when interpreting the data.

Career destination outside the UK				
Intention to return to UK practice within five years	Yes	No	Unsure	No response
Service post (30)	17	1	11	1
Specialty training post (4)	1	0	1	2
Other Outside the UK	50	13	42	37

Table 14: Career destinations Outside the UK: Intention to Return

Royal College exams taken during the F2 year

The survey asked respondents to declare the exams they undertook during their foundation training and the status of results for these exams. The survey shows that 146/6890 (2.1%) respondents reported they took multiple exams, 2007/6890 (29.1%) undertook at least one exam, and 4670/6890 (67.8%) took no exams during foundation training. A further 67 took 'other' exams (exams not named as a response option in the survey).

The table below details the number of doctors who undertook each exam and the exam result status at the time of responding to the survey. The MRCP Part 1 was the most common examination taken.

Result Status	Exam name						
	MRCP Part1	MRCS PartA	MRCOG Part1	MRCPCF FOP	MRCPCF TAS	Primary FRCA MCQ	FRCOphth Part1
Pass	740	235	83	83	28	11	14
Fail	250	229	40	28	17	2	22
Awaiting result	221	18	34	30	23	10	13
Total numbers attempting each exam	1211	482	157	141	68	23	49
Percentage of whole population (6890) attempting this exam	17.6%	6.9%	2.3%	2%	0.9%	0.3%	0.7%

Table 15: Number of doctors who took each exam and exam result status

From the total responses to this survey 2153/6890 (see table above), selected from the survey options provided for the question:

"If you took any of the following Royal College exams during your foundation training please provide the result below".

A further, 4670 respondents did not take exams and the remaining 67 selected the option 'Other' exams some of which are named below:

- Diploma of the Royal College of Obstetricians and Gynaecologists
- Diploma in the medical care of catastrophe
- Diploma of Child health
- Diploma of faculty of sexual and reproductive healthcare
- Diploma of Otolaryngology Head and Neck Surgery
- Faculty of the Royal College of Emergency Medicine
- General Surgical Sciences Examination Australia
- GP entrance exams
- Medical Council of Canada Exam
- membership of the faculty of sexual and reproductive healthcare
- MRCP PT 2
- MRCS PT B

Intention to work less than full-time

The survey asked if respondents intend to work less than full time in their next career destination, 6805/6890 (98.7%) responded to this question. The total number who said that they did intend to work less than full time next is 834/6890 (12.1%), of which 318/834 (38.1%) are male, and 507/834 (60.8%) are female. There were 9/834 (1.1%) who preferred not to specify their gender, but indicated they will work less than full time.

These percentages compare to 36.5% male, 62.2% female and 1.4% preferred not to specify in 2016.

Discussion

This report is based on 6890 valid destination survey responses. The survey aims to show career intention for respondents at the beginning of Foundation Training and actual destinations at the end of Foundation Training. The survey results show that for the 2017 cohort 53.8% had intended to continue to Specialty Training in the UK, and only 42.6% actually progressed to Specialty Training at the end of Foundation Training. From the 42.6% who said they did progress to Specialty Training in the UK, 2.6% deferred this destination. The majority (38.4%) of these doctors went on to be appointed (not deferred) into Core or Run through training. Reviewing all responses, 60% were appointed to a clinical related destination in the UK, either specialty, service or locum appointment.

Interestingly, 2.5% stated that they intended to pursue a Service Post in the UK at the start of their F1, however 16.7% gave their end of F2 destination as Service Post in the UK. Appointment to General Practice Specialty Training in the UK has increased slightly this year from 33.8% in 2016 to 35.8% in 2017. In comparison appointment to Core Psychiatry Training has remained almost the same with a very slight decrease from 5.3% in 2016 to 5% this year.

Since 2011, the number of successful F2 doctors progressing directly into specialty training in the UK has reduced from 71.6% in 2011, 67.0% in 2012, 64.4% in 2013, 58.5% in 2014, 52.0% in 2015, 50.4% in 2016 to 42.6% in 2017.

From 2011 to date there has been a year-on-year increase in the number of doctors who are taking a career break (there was an increase this year from 13.1% to 13.8%). A targeted study would be required to understand the reasons for the increase in the proportion of doctors taking a career break following completion of the Foundation Programme. The destination survey for 2017 did explore reasons for respondents who intended to take a career break at F1 (232), and the main reason given for an intention for a career break at this stage in Foundation Training was to 'travel'. The most common intended duration for this group was 1 year.

During Foundation Training just under one third (31.2%) of Foundation Doctors attempted an exam listed as a response option in the survey, and a further 0.9% sat an 'other' exam, for example GP Entrance Exams.

There has also been a year-on-year increase in the number of doctors who are still seeking employment in the UK at the time of completing the survey (2.3% increase since 2011). There was a slight decrease between 2015 (8.6%) and 2016 (6.1%), but this has increased again this year to 7.4%.

Appendix A

The table below shows the career destinations for F2s completing their foundation training in 2017 by Foundation School.

Foundation school	% appointed to ST in UK	% other in UK*	% outside UK**	% taking career break	% left the profession	Turned down speciality	No response	Total
East Anglia (275)	54.5%	25.1%	2.5%	14.9%	0.4%	2.5%	0.0%	100%
LNR (161)	60.9%	23.0%	2.5%	11.8%	1.9%	0.0%	0.0%	100%
North Central and East London (316)	39.9%	34.2%	5.4%	15.8%	1.9%	2.8%	0.0%	100%
North East Thames (313)	43.1%	27.2%	3.5%	21.1%	1.0%	3.2%	1.0%	100%
North West Thames (279)	52.3%	27.6%	3.9%	12.9%	2.2%	1.1%	0.0%	100%
North West of England (658)	41.8%	37.1%	3.8%	15.3%	0.3%	0.9%	0.8%	100%
Northern (365)	40.5%	40.8%	8.2%	9.0%	0.3%	0.8%	0.3%	100%
Northern Ireland (209)	36.8%	47.4%	6.7%	6.7%	0.0%	1.9%	0.5%	100%
Oxford (240)	50.0%	31.3%	4.6%	11.3%	0.4%	2.5%	0.0%	100%
Peninsula (183)	36.6%	37.7%	0.5%	17.5%	0.5%	0.0%	7.1%	100%
Scotland (780)	37.3%	40.8%	10.5%	9.6%	0.1%	1.7%	0.0%	100%
Severn (176)	32.4%	41.5%	13.6%	11.9%	0.0%	0.6%	0.0%	100%
South Thames (839)	36.4%	39.6%	4.5%	14.1%	0.7%	2.3%	2.5%	100%
Trent (280)	54.6%	30.0%	3.6%	11.1%	0.4%	0.4%	0.0%	100%
Wales (307)	35.8%	45.0%	3.9%	13.7%	0.0%	0.0%	1.6%	100%
Wessex (287)	39.0%	33.1%	9.8%	13.9%	0.3%	3.5%	0.3%	100%
West Midlands Central (228)	50.4%	27.6%	3.9%	16.2%	0.9%	0.4%	0.4%	100%
West Midlands North (246)	48.4%	28.9%	4.5%	16.7%	0.8%	0.4%	0.4%	100%
West Midlands South (158)	40.5%	25.9%	0.6%	15.2%	0.6%	0.0%	17.1%	100%
North Yorkshire (163)	48.5%	29.4%	3.7%	16.0%	0.6%	1.8%	0.0%	100%
South Yorkshire (162)	44.4%	29.6%	4.9%	19.1%	0.6%	1.2%	0.0%	100%
West Yorkshire (265)	44.2%	30.2%	5.3%	17.4%	0.4%	2.3%	0.4%	100%
UK Total (6890)	42.6%	34.9%	5.4%	13.8%	0.6%	1.5%	1.2%	100%

Table 17: F2 destinations by foundation school

* Includes LAT appointments, service appointments, other appointments such as anatomy demonstrator and those still seeking employment in the UK. ** Includes all appointments outside the UK plus those still seeking employment outside the UK.

Appendix B

The table below shows the career destinations for F2s completing their foundation training in 2017 by graduating medical school. The percentages are the number of respondents appointed in each category as a percentage of the total number of respondents for each Medical School.

Medical school	Categories of Destinations						
	ST in UK	Other in UK ³	Other outside UK ⁴	Career break	Left the profession	Turned down Specialty	No response
Aberdeen (University of), School of Medicine (153)	39.9%	34.6%	9.8%	11.8%	1.3%	1.3%	1.3%
Barts and The London School of Medicine and Dentistry, (293)	49.1%	27.6%	2.0%	16.4%	0.3%	3.8%	0.7%
Birmingham (University of), School of Medicine (343)	41.7%	34.4%	5.8%	14.9%	0.0%	0.6%	2.6%
Brighton and Sussex Medical School (94)	31.9%	42.6%	8.5%	12.8%	2.1%	1.1%	1.1%
Bristol (University of), Faculty of Medicine (220)	32.3%	45.5%	5.0%	15.9%	0.0%	0.5%	0.9%
Cambridge (University of), School of Clinical Medicine (137)	52.6%	27.7%	5.1%	12.4%	0.0%	2.2%	0.0%
Cardiff University, School of Medicine (253)	32.8%	43.9%	5.1%	16.6%	0.4%	0.4%	0.8%
Dundee (University of), Faculty of Medicine, Dentistry and Nursing (135)	42.2%	34.1%	17.0%	4.4%	0.0%	2.2%	0.0%
Edinburgh (The University of), College of Medicine and Veterinary Medicine (211)	38.9%	36.0%	13.3%	10.0%	0.0%	1.4%	0.5%
Glasgow (University of), Faculty of Medicine (238)	33.2%	44.5%	13.9%	6.7%	0.0%	1.7%	0.0%
Hull York Medical School (106)	53.8%	28.3%	0.9%	13.2%	0.9%	0.0%	2.8%
Imperial College School of Medicine, London (474)	52.3%	26.2%	4.0%	12.9%	2.1%	1.7%	0.8%
Keele University, School of Medicine (104)	41.3%	35.6%	3.8%	14.4%	0.0%	3.8%	1.0%
King's College London School of Medicine (at Guy's, King's College and St Thomas' Hospital) (354)	46%	28.2%	3.7%	15.8%	0.6%	3.7%	2.0%
Lancaster School of Health and Medicine (20)	70%	20.0%	0.0%	10.0%	0.0%	0.0%	0.0%
Leeds (University of), School of Medicine (245)	40.4%	31.0%	7.3%	19.6%	0.0%	1.2%	0.4%

³ Other in the UK includes: Service in UK, Locum, military, clinical teaching, still seeking in UK, and further study.

⁴ Other outside UK includes: Service outside UK, Specialty outside UK, still seeking outside UK.

Leicester (University of), Leicester Medical School (171)	54.4%	28.7%	1.8%	11.1%	0.6%	1.2%	2.3%
Liverpool (University of), Faculty of Health and Life Sciences (336)	43.8%	34.2%	5.1%	15.5%	0.3%	0.3%	0.6%
Manchester (University of), Faculty of Medical and Human Sciences (346)	37.9%	35.8%	6.4%	17.1%	0.6%	1.4%	0.9%
Newcastle (University of), Newcastle Biomedicine, The Medical School (264)	36.4%	42.4%	8.7%	10.2%	0.4%	1.1%	0.8%
Norwich Medical School, University of East Anglia (111)	52.3%	28.8%	3.6%	12.6%	0.9%	0.0%	1.8%
Nottingham (The University of), Faculty of Medicine and Health Sciences (316)	41.1%	36.1%	7.0%	13.3%	0.3%	1.6%	0.6%
Oxford (University of), Medical Sciences Division (137)	39.4%	33.6%	5.1%	16.1%	2.9%	1.5%	1.5%
Peninsula College of Medicine and Dentistry (179)	26.3%	45.3%	7.8%	14.5%	0.6%	1.7%	3.9%
Queen's University Belfast, Faculty of Medicine and Health Sciences (196)	34.7%	49.0%	8.2%	6.1%	0.0%	2.0%	0.0%
Sheffield (The University of), School of Medicine (212)	43.9%	34.9%	3.3%	16.5%	0.5%	0.0%	0.9%
Southampton (University of), School of Medicine (198)	34.8%	41.9%	3.0%	16.2%	0.5%	2.0%	1.5%
St George's, University of London (272)	51.5%	23.5%	4.0%	16.2%	1.5%	2.6%	0.7%
Swansea University school of medicine (60)	48.3%	38.3%	3.3%	10.0%	0.0%	0.0%	0.0%
University College London, University College Medical School (285)	42.5%	32.3%	5.6%	15.8%	1.1%	1.1%	1.8%
Warwick (University of), Warwick Medical School (146)	45.2%	24.7%	4.8%	21.2%	0.7%	0.0%	3.4%
Other EEA (non- UK) country (168)	51.8%	38.1%	4.8%	3.6%	0.0%	0.6%	1.2%
Other non-EEA/non-UK country (111)	56.8%	24.3%	0.0%	14.4%	0.0%	3.6%	0.9%
Missing or invalid med school* (2)	0%	n/a	0.0%	n/a	0.0%	0.0%	n/a
Percentage of total population (6890)	42.6%	33.5%	5.9%	13.8%	0.6%	1.5%	1.2%

Table 18: F2 destinations by location of PMQ

Appendix C

The table below shows the percentage of respondents who were appointed to specialty training in the UK from each UK foundation school, together with the percentages appointed to GP and core psychiatry training in the UK. The percentages are all calculated using dividing the total number for each category by the total number of responses for each school.

Foundation school	% appointed to ST in UK	% appointed to GP	% appointed to Psychiatry
East Anglia (275)	54.5%	16.7%	4%
LNR (161)	60.9%	28.6%	1.9%
North Central and East London (316)	39.9%	10.8%	0.9%
North East Thames (313)	43.1%	13.1%	3.2%
North West Thames (279)	52.3%	14%	1.4%
North West of England (658)	41.8%	15%	0.9%
Northern (365)	40.5%	12.6%	1.6%
Northern Ireland (209)	36.8%	14.8%	3.3%
Oxford (240)	50.8%	14.2%	2.1%
Peninsula (184)	36.4%	12%	2.2%
Scotland (780)	37.3%	12.3%	2.3%
Severn (176)	32.4%	10.2%	2.3%
South Thames (839)	36.2%	13.5%	1.9%
Trent (280)	54.6%	18.9%	4.3%
Wales (307)	35.8%	13.7%	0%
Wessex (287)	39%	15.3%	2.8%
West Midlands Central (228)	50.4%	21.5%	1.3%
West Midlands North (246)	48.4%	24%	2.8%
West Midlands South (158)	40.5%	19.6%	5.1%
North Yorkshire (163)	48.5%	19.6%	3.7%
West Yorkshire (265)	44.2%	20.4%	1.9%
South Yorkshire (162)	44.4%	14.2%	1.2%
Percentage of total population (6890)	42.6%	15.3%	2.1%

Table 19: F2 specialty destinations, and proportions to GP and Psychiatry shown by foundation school

Appendix D

The table below shows the number of respondents graduating from UK and non-UK medical schools and the percentage of respondents who were appointed to specialty training, GP and core psychiatry in the UK. The percentages are calculated using the total number of respondents from each medical school.

Medical School (survey total population 6890)	% appointed to ST in UK	% appointed to GP in UK	% appointed to Psychiatry in UK
Aberdeen (University of), School of Medicine (153)	39.9%	15.7%	3.3%
Barts and The London School of Medicine and Dentistry, Queen Mary, University of London (293)	49.1%	17.7%	2.7%
Birmingham (University of), School of Medicine (343)	41.7%	18.7%	3.2%
Brighton and Sussex Medical School (94)	31.9%	13.8%	6.4%
Bristol (University of), Faculty of Medicine (220)	32.3%	9.1%	2.7%
Cambridge (University of), School of Clinical Medicine (137)	52.6%	6.6%	1.5%
Cardiff University, School of Medicine (253)	32.8%	12.3%	0.4%
Dundee (University of), Faculty of Medicine, Dentistry and Nursing (135)	42.2%	17%	1.5%
Edinburgh (The University of), College of Medicine and Veterinary Medicine (211)	38.9%	11.4%	0.5%
Glasgow (University of), Faculty of Medicine (238)	33.2%	8.4%	2.5%
Hull York Medical School (106)	53.8%	22.6%	6.6%
Imperial College School of Medicine, London (474)	52.3%	16.5%	2.5%
Keele University, School of Medicine (104)	41.3%	21.2%	1.9%
King's College London School of Medicine (354)	46%	16.7%	1.1%
Lancaster School of Health and Medicine (20)	70%	30%	5%
Leeds (University of), School of Medicine (245)	40.4%	20.4%	1.2%
Leicester (University of), Leicester Medical School (171)	54.4%	24%	1.8%
Liverpool (University of), Faculty of Health and Life Sciences (336)	43.8%	17%	1.2%
Manchester (University of), Faculty of Medical and Human Sciences (346)	37.9%	11.6%	1.4%
Newcastle (University of), Newcastle Biomedicine, The Medical School (264)	36.4%	15.5%	1.1%
Norwich Medical School, University of East Anglia (111)	52.3%	19.8%	3.6%
Nottingham (The University of), Faculty of Medicine and Health Sciences (316)	41.1%	15.2%	1.3%
Oxford (University of), Medical Sciences Division (137)	39.4%	5.1%	4.4%
Peninsula College of Medicine and Dentistry n179	26.3%	7.3%	0.6%
Queen's University Belfast, Faculty of Medicine and Health Sciences (196)	34.7%	13.3%	4.6%
Sheffield (The University of), School of Medicine (212)	43.9%	17%	0%
Southampton (University of), School of Medicine (198)	34.8%	10.6%	3%
St George's, University of London (272)	51.5%	23.5%	2.6%
Swansea University school of medicine (60)	48.3%	25%	1.7%
University College London, University College Medical School (285)	42.5%	7.7%	2.8%
Warwick (University of), Warwick Medical School (146)	45.2%	23.3%	2.1%
Other EEA (non- UK) country (168)	51.8%	1.8%	3.6%
Other non-EEA/non-UK country (111)	56.8%	3.6%	0.9%
Missing or invalid med school* (2)	0%	0%	0%
Percentage of total population (6890)	42.6%	14.7%	2.1%

Table 20: Specialty destinations, and proportions to GP and Psych shown by medical school / PMQ

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