



2018 Stand-alone Recruitment Stats and Facts Report



England
Northern Ireland
Scotland
Wales



**UK Foundation
Programme
August 2018**

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Executive Summary

The UK Foundation Programme Office coordinated a national process for recruitment to F1 and F2 Stand-alone programmes commencing in August 2018.

A total of 1,236 applied for Stand-alone programmes collectively, 755 of whom attended for interview.

The process yielded an overall fill rate of 66.90% to all Standalone programmes; 75.44% for F1 Stand-alone and 65.96% for F2 Stand-alone.

A total of 14 F1 and 177 F2 Stand-alone places remained vacant at the end of the national process for recruitment to foundation training posts.

Background / Introduction

The two-year foundation programme has a finite number of programmes. These programmes have not been filled through the national allocation system for the past few years. This has implications not only for the service but also for the F1 doctors who have been allocated to programmes who are having to work with gaps in the rotas. This in turn has implications for fill rates at F2 level.

The UKFPO administers the application and allocation process to the two-year foundation programme for UK medical graduates and eligible overseas applicants who hold provisional registration with the General Medical Council (GMC). At the end of the process, any unfilled posts are released to employers for Locum Appointments for Service (LAS). Vacancies at F2 level are recruited to by individual foundation schools and / or employers.

Every year there is a significant cohort of applicants who are not eligible for the foundation programme as they hold full registration but are too inexperienced in either the NHS and / or clinical experience to apply for specialty training. Recruitment to F2 Locum Appointment to Training (LAT) posts has typically been conducted by individual foundation schools.

In 2016, NHS Education for Scotland (NES), Health Education England (HEE) and Northern Ireland recruited applicants with full registration to unfilled F1 training posts. In 2017, the UKFPO administered a national process for recruitment to F1 stand-alone posts and foundation schools assumed responsibility for local / regional interview centres and managed their own recruitment processes for F2 Stand-alone.

The UK Foundation Programme Office (UKFPO) led a national process for recruitment to F1 and F2 Stand-alone programmes to commence in August 2018. This was the first year the UKFPO had conducted an entirely centralised process for recruitment to F1 and F2 Stand-alone programmes. The application processes were separate, but the timelines were aligned, and applicants were only invited to attend one interview if they chose to apply for both F1 and F2.

All Stand-alone posts are recognised training posts with educational supervision and access to the foundation ePortfolio.

Applications

All applications for Stand-alone programmes were submitted and managed through the national online application system (Oriel). A total of 307 applications were submitted for F1 and 929 applications were submitted for F2. A total of 149 applicants applied for both F1 and F2.

The table below provides a summary of the number of applicants for F1 and F2 Stand-alone programmes by nationality group.

Nationality	Number of Applicants for F1	Number of Applicants for F2
British / UK	96	389
EEA	131	216
Non-UK / EEA	80	324
Totals	307	929

The table below provides information about the number of UK nationals who graduated from overseas medical schools who applied for F1 and F2 Stand-alone programmes.

Programme Level	Number of Applications from UK Nationals Who Graduated from Overseas Medical Schools
F1 Stand-alone	94
F2 Stand-alone	143
Total	237

Eligibility / Long-Listing

Applications were long-listed by the UKFPO central team in accordance with the eligibility criteria for both levels of training. A clinician-led panel was convened to consider ineligible applications as a quality assurance mechanism and cases where applicants had applied for both F1 and F2 to decide which interview would be most appropriate for them to attend.

A total of 807 applicants were considered eligible to be invited to attend for interview; 137 for F1 Stand-alone and 670 for F2 Stand-alone.

The table below provides a summary of the number of applicants who were considered eligible and invited to attend for interview and the number of applicants who were considered to be unsuccessful at long-listing stage for not meeting the eligibility requirements for F1 and F2 Stand-alone programmes respectively.

Programme Level	Long-list Successful and Invited to Interview	Long-list Unsuccessful and Withdrawn	Totals*
F1 Stand-alone	137	169	306
F2 Stand-alone	670	239	909
Totals	807	408	1,215

*The total number of applicants who were long-listed differs to the total number of applications due to applicant withdrawals from the point of application to the point at which applications were long-listing.

Interviews

Interview Bookings

Applicants were invited to book interview slots on a first come first served basis through Oriel. Applicants had the choice of a face-to-face or a Skype interview.

The following table shows how many applicants booked each type of interview slot for each level of training.

Interview Type	Number of Applicants Scheduled to Attend Interviews		
	F1 Interview	F2 Interview	Totals
Face-to-Face	74	413	487
Skype	53	215	268
Totals	127	628	755

Existing F1 Trainees

A total of 176 current F1 trainees booked F2 interview slots.

Interview Attendance

A total of 728 applicants attended an interview for stand-alone foundation posts across two interview days and centres. This includes both F1 and F2 interviews. Applicants only attended for one interview. Applicants had the open to attend the interview in person or via Skype.

The following table shows the number of applicants who attended each type of interview and for each level of training.

Interview Type	Number of Applicants Who Attended Interviews		
	F1 Interview	F2 Interview	Totals
Face-to-Face	73	404	477
Skype	54	197	251
Totals	127	601	728

Interview Outcomes

Of the 727 applicants who attended the interviews, a total of 697 applicants were deemed appointable; 161 at F1 level and 536 at F2 level. Of the 601 applicants who attended F2 interviews, 60 were deemed not appointable at F2 level, but were considered suitable to be offered a place at F1 level.

The following table shows the number of applicants who were deemed appointable at interview.

Interview Type	Number of Appointable Applicants		
	F1 Interview	F2 Interview	Totals
Number of Applicants	161*	536	697

* This table includes the 60 applicants who were deemed not appointable F2 level but suitable for F1 level.

The following table shows the number of applicants who were deemed not appointable at interview.

Interview Type	Number of Applicants Who Were Not Appointable		
	F1 Interview	F2 Interview	Totals
Face-to-Face	17	31	48
Skype	8	35	43
Totals	25	66	91

This table includes the 60 applicants who were deemed not appointable F2 level but suitable for F1 level. Only 6 applicants who interviewed for F2 were considered not to be appointable / suitable for either F1 or F2 level programmes.

Across both F1 and F2 vacancies 31 applicants were deemed not appointable at interview.

Offers

All offers were made through the national online application system (Oriel) on a meritocratic basis. There were two initial rounds of offers and a clearing process for both F1 and F2 Stand-alone programmes.

The table below provides an overall summary of the number of posts available, offers made, posts accepted, posts declined, that were left to expire and withdrawals after the offers had been accepted and the fill rates for each level and national Stand-alone recruitment combined.

Programme Level	Posts Available	Offers Made	Posts Accepted	Posts Declined / Expired / Withdrawn	Overall Fill Rate
F1 Stand-alone	57	62	43	19	75.44%
F2 Stand-alone	520	532	343	139	65.96%
Totals	577	594	386	158	66.90%

For a summary of recruitment information by foundation school / recruitment office, please refer to appendices 1 and 2.

The table below provides a summary of initially offers accepted during the offers window for F1 and F2 Stand-alone programmes by nationality group.

Nationality	Number of Offers Accepted for F1	Number of Offers Accepted for F2
British / UK	22	171
EEA	12	65
Non-UK / EEA	10	121
Totals	44	357

The table below provides information about the number of F1 and F2 Stand-alone offers accepted by UK nationals who graduated from overseas medical schools.

Programme Level	Number of Offers Accepted from UK Nationals Who Graduated from Overseas Medical Schools
F1 Stand-alone	20
F2 Stand-alone	51
Total	71

F1 Stand-alone Offers

At the time offers were made, there were 99 appointable applicants for F1 remaining in the process who were not subject to Resident Labour Market Tests (RLMT) and who did not require sponsorship for Tier 2. Applicants for F1 Stand-alone programmes who were subject to RLMT were not eligible due to the fact that the F1 salary does not meet the minimum salary threshold under the requirements for Tier 2.

The table below shows the number of F1 Stand-alone offers made, accepted, declined, expired and later withdrawn from the initial offer rounds and the clearing process.

Offer Round	Offers Made	Offers Accepted	Offers Declined	Offers Expired	Accepted Withdrawn
Initial Offers	23	18	2	1	2
Clearing	39	25	3	10	1
Totals	62	43	5	11	3

In total, there were 153 appointable applicants for F1 Stand-alone who did not receive offers during the initial two rounds of offers. This is because the number of applicants exceeded the number of places available.

There were 39 places and 77 appointable applicants for F1 Stand-alone remaining in the process at the time the clearing process was run.

F2 Applicants Suitable for F1 Stand-alone

A total of 59 applicants remained in the process who interviewed for F2 level. These applicants were deemed unappointable for F2 but suitable for appointment at F1 level.

The intention was to include this cohort of applicants in a second round of clearing once all F1 applicants had received offers. The total number of F1 applicants exceeded the number of F1 Stand-alone vacancies. As such, none of the 59 F2 applicants received offers for F1 level.

F1 Preferences

The table below shows the number of applicants allocated during each round who were allocated to their first preference programme, one of their top five preferences and the lowest ranked programme that was offered and accepted.

Offer Round	First Preference	One of Top Five Preferences	Lowest Allocated Preference
Initial Offers	6	12	12
Clearing	10	17	14
Totals	16	29	

F2 Stand-alone Offers

At the time offers were made, there were 532 appointable applicants for F2 remaining in the process who were not subject to Resident Labour Market Tests (RLMT) and who did not require sponsorship for Tier 2.

In accordance with EU Immigration Law, offers were made to all UK, EEA, EU and settled workers first. Appointable applicants who were subject to RLMT and received offers during the clearing process for F2 Stand-alone.

The table below shows the number of F2 Stand-alone offers made, accepted, declined, expired and accepted and later withdrawn from the initial offers round and the clearing process.

Offer Round	Offers Made	Offers Accepted	Offers Declined	Offers Expired	Accepted Withdrawn
Initial Offers	412	273	44	80	15
Clearing	120	70	13	36	1
Totals	532	343	57	116	16

In total, there were 49 appointable applicants for F2 Stand-alone who did not receive offers during the initial two rounds of offers.

There were 247 places and 120 appointable applicants for F2 Stand-alone remaining in the process at the time the clearing process was run.

Of the 70 applicants who accepted offers, 52 were subject to Resident Labour Marker Tests (RLMT) and required sponsorship for Tier 2.

Resident Labour Market Tests (RLMT) and Certificates of Sponsorship (CoS)

Of the 52 applicants who accepted F2 Stand-alone offers who were subject to RLMT and required sponsorship to apply for Tier 2 visas, 49 were sponsored by Health Education England (HEE), 1 was sponsored by NHS Education for Scotland (NES) and 2 withdrew their applications. For further details about where these applicants were allocated, please refer to appendix 4.

F2 Preferences

The table below shows the number of applicants allocated during each round who were allocated to their first preference programme, one of their top five preferences and the lowest ranked programme that was offered and accepted.

Offer Round	First Preference	One of Top Five Preferences	Lowest Allocated Preference
Initial Offers	72	153	103
Clearing	35	58	22
Totals	107	211	

Withdrawals

There were relatively few withdrawals throughout the Stand-alone recruitment process. The rate of withdrawals was relatively static for both levels of recruitment from the point of application until after the point at which offers had been made and accepted.

The table below shows the number and distribution of withdrawals for F1 and F2 Stand-alone.

Programme Level	Applied Withdrawn	Interview Withdrawn	Accepted Withdrawn	Totals
F1 Stand-alone	4	2	4	10
F2 Stand-alone	15	18	16	49
Totals	19	20	20	59

Appendix 1

F1 Stand-alone Recruitment by Local Foundation School / Recruitment Office

The table below shows the number of posts that were available for inclusion in the initial offer round, the number of offers accepted and the fill rates by foundation school / recruitment office for recruitment to F1 Stand-alone.

Foundation School / Recruitment Office	Posts Available	Offers Accepted	Overall Fill Rate
East Midlands	11	10	90.91%
East of England	3	3	100.00%
Kent, Surrey and Sussex (KSS)	7	6	85.71%
North East	4	2	50.00%
North West	2	2	100.00%
Northern Ireland	1	0	0.00%
Scotland	6	4	66.67%
South West	12	10	83.33%
Wales	5	2	40.00%
Wessex	5	3	60.00%
West Midlands	2	2	100.00%
Totals	58	44	75.86%

Appendix 2

F2 Stand-alone Recruitment by Local Foundation School / Recruitment Office

The table below shows the number of posts that were available for the inclusion in the initial offer round, the number of offers accepted and the fill rates by foundation school / recruitment office for recruitment to F2 Stand-alone.

Foundation School / Recruitment Office	Posts Available	Offers Accepted	Overall Fill Rate
East Midlands	40	21	52.50%
East of England	58	44	75.86%
Kent, Surrey and Sussex (KSS)	38	28	73.68%
London	9	9	100.00%
North East	59	30	50.85%
North West	42	31	73.81%
Northern Ireland	7	7	100.00%
Scotland	62	27	43.55%
South West	45	30	66.67%
Thames Valley	37	36	97.30%
Wales	14	4	28.57%
Wessex	28	24	85.71%
West Midlands	32	27	78.13%
Yorkshire and Humber	45	7	60.00%
Totals	516	343	64.47%

Appendix 3

F2 Stand-alone Vacancies by Local Foundation School / Recruitment Office

The table below shows the number of F2 Stand-alone vacancies at the end of the process by Foundation School / Recruitment Office.

Foundation School / Locality	Number of F2 Stand-alone Vacancies
East Anglia	14
Essex, Bedfordshire and Hertfordshire (EBH)	0
Leicestershire, Rutland and Northamptonshire (LNR)	9
London	9
North West of England	10
Northern	29
Northern Ireland	6
Oxford	0
Peninsula	6
Scotland	34
Severn	9
Trent	11
Wales	10
Wessex	4
West Midlands	7
Yorkshire and Humber	18
Total	176*

**The overall figure include 3 additional places that were uploaded for inclusion in the clearing round.*

Appendix 4

Certificates of Sponsorship (CoSs) processed for applicants who accepted F2 Stand-alone offers by local foundation school / recruitment office

The table below shows the number of applicants who were granted CoSs in order to apply for Tier 2 visas to commence work in F2 Stand-alone programmes by local foundation school / recruitment office.

Foundation School / HEE Local Office	Number of CoSs Issued
East Midlands	5
East of England	9
Kent, Surrey and Sussex (KSS)	2
North East	6
North West	4
Scotland	1
South West	4
Thames Valley	6
Wessex	5
West Midlands	3
Yorkshire and Humber	5
Total	50