



2019 Stand-alone Recruitment Stats and Facts Report

England
Northern Ireland
Scotland
Wales



UK Foundation
Programme
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Executive Summary

The UK Foundation Programme Office coordinated a national process for recruitment to F2 Stand-alone programmes commencing in August 2019. In previous years, there was also the opportunity for applicants to apply for F1 Stand-alone. Due to the number of applications submitted for the two-year Foundation Programme in October 2018, the likelihood of oversubscription at the start of 2019 was high and therefore recruitment to F1 Stand-alone post was not a requirement this year.

Wales were not included in the recruitment process for F2 Stand-alone programmes this year. With the exception of 2018, historically, Wales have opted to recruit to Locum Appointment to Service (LAS) posts if necessary and this was the approach taken for 2019 recruitment.

A total of 1,159 applicants applied, 812 were invited to attend an interview with 808 of whom attended for interview. A total of 673 applicants were deemed appointable. The process yielded an overall fill rate of 60.51%. Of a total of 1,159 who applied, 362 received offers, 175 of whom either declined or let their offers expired. A total of 23 accepted offer, which they later sought to withdraw from.

At the end to the process, only 70 new appointments were made, i.e. to external applicants and not those currently working as part of a two-year programme. A total of 30 F2 posts remained unfilled at the end of the process and were released to local employing organisations to recruit Locum Appointments for Service (LAS).

Background / Introduction

Every year there is a significant cohort of applicants who are not eligible for entry to the foundation programme at F1 level as they hold full registration with the General Medical Council (GMC), but are too inexperienced in either the NHS and / or clinical experience to apply for specialty training.

Historically, 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 F2 Stand-alone programmes.

This year (2019), F2 Stand-alone programmes were recruited to nationally through the UKFPO.

F2 Stand-Alone Programmes

All Stand-alone posts are recognised training posts with equivalent educational supervision and access to the foundation ePortfolio. Trainees are offered the same development opportunities as those completing F2 as part of a two-year programme.

Stand-alone training posts are fixed-term for one-year.

Applications

All applications for F2 Stand-alone programmes were submitted and managed through the national online application system (Oriel). A total of 1,159 were submitted for F2 Stand-alone programmes due to commence in August 2019.

The table below provides a summary of the number of applicants by nationality group.

Nationality	Number of Applicants for F2
British / UK	217
EEA	437
Non-UK / EEA	505
Total	1,159

A total of 177 UK nationals who graduated from overseas medical schools applied for F2 Stand-alone programmes.

Eligibility / Long-Listing

Applications were long-listed by the UKFPO central team in accordance with the eligibility criteria for F2. Clinician-led panels were convened to consider ineligible applications as a quality assurance mechanism.

Of the 1,159 applicants who applied for F2 Stand-alone, a total of 812 applicants were considered eligible and invited to attend for interview and 347 were deemed unsuccessful in accordance with the person specification criteria and withdrawn.

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.

Programme Level	Long-list Successful and Invited to Interview	Long-list Unsuccessful and Withdrawn	Total
F2 Stand Alone	812	347	1,159

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.

Interview Type	Number of Applicants Who Booked Interviews in 2018	Number of Applicants Who Booked Interviews in 2019
Face-to-Face	487	514
Skype	268	294
Totals	755	808

Interview Attendance

A total of 808 applicants attended an interview for F2 Stand-alone foundation posts across two interview days and centres. Applicants only attended for one interview. Applicants had the option to attend the interview in person or via Skype.

The following table shows the number of applicants who attended each type of interview.

Interview Type	Number of Applicants Who Attended Interviews in 2018	Number of Applicants Who Attended Interviews in 2019
Face-to-Face	477	514
Skype	251	294
Totals	728	808

Interview Outcomes

Of the 808 applicants who attended the interviews, a total of 673 applicants were deemed appointable, compared to 697 in 2018. A total of 430/514 (83%) applicants who attended interviews in person and 243/294 (82%) applicants who attended their interviews via Skype were appointable.

Offers

All offers were made through the national online application system (Oriel) on a meritocratic basis. There were three initial rounds of offers and a clearing process for 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 2018 and 2019.

Post / Offer Information	Applicants in 2018	Applicants in 2019
Posts Available	577	309
Offers Made	594	362
Posts Accepted	386	187
Posts Declined / Expired / Withdrawn	158	175
Overall Fill Rate	66.90%	60.51%

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

The table below provides a comparison of offers accepted during the initial offers window for by nationality group for 2018 and 2019 applicants.

Nationality	Offers Accepted in 2018	Offers Accepted in 2019
British / UK	171	107
EEA	65	38
Non-UK / EEA	121	42
Totals	357	187

A total of 20 offers were accepted by UK nationals who graduated from overseas medical schools. This compares to 71 offers for F2 Stand-alone posts in 2018.

Offers Summary

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	216	125	23	45	23
Clearing	146	62	28	56	0
Totals	362	187	51	101	23

There were 92 places and 456 appointable applicants for F2 Stand-alone remaining in the process at the time the clearing process was run.

Of the 187 applicants who accepted offers, 118 were subject to Resident Labour Marker Tests (RLMT) and required sponsorship for Tier 2.

The below table provides the number of accepted offers by UK graduates and non-UK graduates.

Offers accepted – UK / Non UK graduates	
UK graduates	87
Non-UK graduates	107
Total	187

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

Of the 187 applicants who accepted F2 Stand-alone offers who were subject to RLMT and required sponsorship to apply for Tier 2 visas, 118 were sponsored. For further details about where these applicants were allocated, please refer to appendix 3.

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	37	73	53
Clearing	19	47	15
Totals	56	120	

Withdrawals

There were relatively few withdrawals throughout the Stand-alone recruitment process. The rate of withdrawals was relatively static from the point of application until after the point at which offers had been made and accepted as was the case in 2018.

The table below shows the number and distribution of applicant withdrawals at the various stages throughout the process.

Withdrawal Stage	Number of Applicants
Applied Withdrawn	23
Interview Withdrawn	20
Accepted Withdrawn	23
Total	66

Appendix 1

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 rounds, the number of offers accepted and the fill rates by foundation school / recruitment office for recruitment to F2 Stand-alone. There is a difference between the fill rate and the final fill rate due to withdrawals.

Foundation School / Recruitment Office	Posts Available	Offers Accepted	Overall Fill Rate
East Midlands	16	11	68.75 %
East of England	5	5	100.00%
Kent, Surrey and Sussex (KSS)	6	6	100.00%
North East	34	30	88.24%
North West	14	10	71.43%
Northern Ireland	8	5	62.50%
Scotland	29	23	79.31%
South West	37	29	78.38%
Thames Valley	33	30	93.75%
Wessex	14	12	85.71%
West Midlands	7	14	200.00%
Yorkshire and Humber	15	12	80.00%
Totals	218	187	85.77%

Appendix 2

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 Midlands	5
East of England	0
Kent, Surrey and Sussex	0
North East	4
Northern Ireland	3
North West	4
Scotland	6
South West	8
Thames Valley	2
Wessex	2
West Midlands	0
Yorkshire and the Humber	3

Appendix 3

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.

CoS issued by Foundation School	Total
East Anglia	4
East Midlands	3
Essex, Bedfordshire and Hertfordshire	6
LNR	3
North Central and East London	1
Northern Ireland	0
North West London	1
North West of England	11
Northern Foundation School	18
Peninsula	9
Scotland	5
Severn	10
South Thames	16
Thames Valley	2
Trent	7
West Midlands Central	2
West Midlands North	9
West Midlands South	5
Yorkshire and Humber	11
Total	118

Appendix 4

Offers accepted by Medical School country

The below provides information on applicants who accepted offers and their medical school country.

Accepted offers by Medical School Country	Total
Bahrain	2
Belize	1
Bulgaria	2
Croatia	1
Cyprus	3
Czech Republic	9
Egypt	3
Greece	3
Grenada	1
Hungary	4
India	7
Iraq	1
Ireland	9
Italy	1
Jordan	1
Libya	1
Lithuania	2
Malaysia	1
Myanmar	1
Netherlands	1
Nigeria	1
Pakistan	8
Poland	1
Romania	3
Slovakia	1
Slovenia	1
Sudan	4
Turkey	1
United Arab Emirates	1
United Kingdom	112
Total	187