



# 2020 Stand-alone Recruitment Stats and Facts Report

England  
Northern Ireland  
Scotland  
Wales



UK Foundation  
Programme  
July 2020

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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 2020.

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 2020 recruitment.

A total of 998 applicants applied, 526 of whom attended for interview. The process yielded an overall fill rate of 87.78%. Of the 998 applicants who applied, 360 received offers, 28 of whom either declined or let their offers expire. A total of 17 applicants originally accepted offers, which they later sought to withdraw from.

At the end to the process, 309 new appointments were made, i.e. to external applicants and not those currently working as part of a two-year programme. A total of 43 F2 posts remained unfilled at the end of the process.

## 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 F2 Stand-alone programmes to commence in August 2018 ,2019 and 2020. Applicants were invited to attend one interview if they chose to apply for the F2 Stand-alone programme.

This year (2020), F2 Stand-alone programmes were recruited to nationally through the UKFPO. Due to COVID-19, all interviews were conducted via Skype with applicants and panel members interviewing remotely from their location. For 2020, there was an expansion at F2 level across England, largely to support the intake into GP training in line with the Health Education England People Plan and there were an additional 249 new F2 posts in England as a result.

## 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 (Oriol). A total of 998 were submitted for F2 Stand-alone programmes due to commence in August 2020.

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

Nationality	Number of Applicants for F2
EEA	218
Non-EEA	561
UK	219
<b>Grand Total</b>	<b>998</b>

A total of 191 UK nationals who graduated from overseas medical schools applied for F2 Stand-alone programmes. Due to the restrictions lifted by the UK government, applications were not subject to Resident Labour Market Tests (RLMT).

## 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 998 applicants who applied for F2 Stand-alone, a total of 575 applicants were considered eligible and invited to attend for interview and 423 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	575	423	998

## Interviews

### Interview Bookings

Applicants were invited to book interview slots on a first come first served basis through Oriol. Applicants had the choice of a Skype interview from their location.

The following table shows how many applicants booked to attend an interview.

Interview Type	Number of Applicants Who Booked Interviews in 2019	Number of Applicants Who Booked Interviews in 2020
Skype	808	575

## Interview Attendance

A total of 526 applicants attended an interview for F2 Stand-alone foundation posts across two interview days. Applicants only attended one interview via Skype.

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

Interview	Number of Applicants Who Attended Interviews in 2019	Number of Applicants Who Attended Interviews in 2020
Skype	808	526

Interview Date	Number of Applicants Interviewed
15 <sup>th</sup> April 2020	255
16 <sup>th</sup> April 2020	271
<b>Total</b>	<b>526</b>

Interviews were due to be both face to face and Skype however due to the exceptional circumstances regarding COVID-19, all interviews were changed to Skype only.

## Interview Outcomes

Of the 526 applicants who attended the interviews via Skype, a total of 418 applicants were deemed appointable, compared to 673 in 2019.

## Offers

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

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 2019 and 2020.

Post / Offer Information	Applicants in 2019	Applicants in 2020
Posts Available	309	352
Offers Made	362	360
Posts Accepted	187	309
Posts Declined / Expired / Withdrawn	175	28
Overall Fill Rate	60.51%	87.78%

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 2019 and 2020 applicants.

Nationality	Offers Accepted in 2019	Offers Accepted in 2020
British / UK	107	83
EEA	38	52
Non-EEA	42	174
<b>Totals</b>	<b>187</b>	<b>309</b>

A total of 68 offers were accepted by UK nationals who graduated from overseas medical schools. This compares to 20 offers for F2 Stand-alone posts in 2019.

For 2020, a total of 352 posts was made available for the F2 Stand Alone process. For 2020, there was an expansion at F2 level across England, largely to support the intake into GP training in line with the Health Education England People Plan and there were an additional 249 new F2 posts in England as a result.

Total posts available by Foundation School	Total
East Anglia	15
Essex, Bedfordshire and Hertfordshire	13
Kent, Surrey and Sussex	18
Leicestershire, Northamptonshire & Rutland (LNR)	9
North Central and East London	14
North East	38
North West London	6
North West of England	37
Northern Ireland	9
Peninsula	16
Scotland	23
Severn	23
South Thames	6
Thames Valley	24
Trent	19
Wessex	26
West Midlands Central	3
West Midlands North	6
West Midlands South	6
Yorkshire and Humber	41
<b>Total</b>	<b>352</b>

## 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	331	283	8	17	23
Clearing	29	26	3	0	0
<b>Totals</b>	<b>360</b>	<b>309</b>	<b>11</b>	<b>17</b>	<b>23</b>

There were 28 posts and 87 appointable applicants for F2 Stand-alone remaining in the process at the time the clearing process was run.

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

Offers accepted – UK / Non UK graduates	
UK graduates	82
Non-UK graduates	227
<b>Total</b>	<b>309</b>

## 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	79	162	201
Clearing	13	22	10
<b>Totals</b>	<b>92</b>	<b>184</b>	

## 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 2019.

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	14
Interview Withdrawn	6

Accepted Withdrawn	23
Total	43



# 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 offer rounds, the number of offers accepted and the fill rates by foundation school / recruitment office for recruitment to F2 Stand-alone. At the time of offers, the fill rate was 95.07% however the final fill rate will be different due to withdrawals.

Foundation School / Recruitment Office	Posts Available	Offers Accepted	Overall Fill Rate
East Midlands	28	26	96.30%
East of England	27	26	92.86%
Kent, Surrey and Sussex	21	20	95.24%
London	10	10	100%
North East	38	38	100%
Northern Ireland	8	7	87.5%
North West	34	30	88.24%
Scotland	21	17	80.95%
South West	37	37	100%
Thames Valley	24	24	100%
Wessex	25	24	96%
West Midlands	15	15	100%
Yorkshire and the Humber	37	35	94.59%
<b>Total</b>	<b>325</b>	<b>309</b>	<b>95.07%</b>

## 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.

<b>Foundation School</b>	<b>Number of F2 Vacancies</b>
East Anglia	2
Essex, Bedfordshire and Hertfordshire	1
North Central and East London	1
Leicestershire, Northamptonshire & Rutland (LNR)	1
North Central and East London	6
North West London	3
North West of England	6
Northern Ireland	2
Peninsula	1
Scotland	6
Severn	1
South Thames	4
Trent	1
Wessex	2
Yorkshire and Humber	6
<b>Total</b>	<b>43</b>

## 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.

<b>Foundation School / HEE Local Office</b>	<b>Number of CoSs Issued</b>
East Midlands	11
East of England	10
Kent Surrey and Sussex	6
London	2
North East	17
Northern Ireland	3
North West	13
Scotland	17
South West	10
Thames Valley	8
Wessex	6
West Midlands	7
Yorkshire and the Humber	15
<b>Total</b>	<b>125</b>

## Appendix 4

### Offers accepted by Medical School country

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

<b>Offers accepted by Medical School Country</b>	<b>Total</b>
Bahrain	22
Bangladesh	2
Barbados	1
Brazil	4
Bulgaria	14
China	7
Cuba	1
Cyprus	14
Czech Republic	15
Egypt	10
Germany	1
Greece	6
Grenada	11
Hungary	7
India	37
Indonesia	1
Iraq	1
Ireland	17
Italy	3
Jamaica	3
Jordan	5
Kenya	2
Latvia	1
Lithuania	1
Malawi	1
Malaysia	8
Mauritius	1
Moldova, Republic Of	1
Nepal	2
Netherlands	1
Nicaragua	1
Nigeria	5
Oman	1
Pakistan	22
Philippines	2
Poland	1
Romania	15
Russian Federation	2
Saint Kitts And Nevis	1
Slovakia	5

Spain	2
Sri Lanka	3
Sudan	3
Syrian Arab Republic	1
Trinidad And Tobago	4
Turkey	8
Ukraine	3
United Arab Emirates	3
United Kingdom	27
<b>Grand Total</b>	<b>309</b>