

FP 2013 Oversubscription Guide for applicants

Introduction

The UKFPO has confirmed that FP 2013 is oversubscribed, i.e. more applications were received from fully eligible applicants than the number of vacancies available.

As explained in the FP/AFP 2013 Applicant's Handbook issued in June 2012, the 'n' top scoring applicants will automatically be placed on the primary list for allocation on 25 February 2013, where 'n' equals the total number of vacancies across the UK. Any remaining applicants will be included on the reserve list. Reserve list applicants will be allocated in batches to vacancies which arise after the initial allocation due to applicants failing final exams or withdrawing for other reasons.

Allocation process

- Stage 1: Applicants will be ranked in score order. The 'n' top scoring applicants will be placed on the primary list to be allocated to units of application (UoA) on 25 February 2013. Remaining applicants will be placed on the reserve list.
- Stage 2: Those on the primary list will be allocated to UoAs on 25 February 2013 using the same allocation algorithm as for FP 2012 (application score first, then preference).
- Stage 3: Reserve list applicants will be allocated in batches on set dates to vacancies which arise due to applicants withdrawing. Reserve list applicants will be ranked in score order with the highest scoring applicants allocated in the first batch. There will be four batch allocations scheduled: 30 April, 29 May, 26 June, and 24 July. Within each batch, the standard algorithm will run, allocating applicants based first on application score, then UoA preference.

Please note that it doesn't matter in what order an applicant ranked their UoA preferences on the application form. The applicant's score is the only factor taken into account when determining whether s/he is on the primary or reserve list.

Reserve list allocations

Reserve list applicants will be ranked in score order and the top scoring applicants will be included in the first batch allocation.

Example: If there are 50 vacancies on 30 April, then the 50 applicants with the highest scores on the reserve list will be included in this batch.

Within each batch, the normal allocation algorithm will be used (application score first, then UoA preference). Each batch will be run in the same way.

Successful applicants in each batch will receive an email to say they have been allocated, and to login to their FPAS account to see which UoA they have been

allocated to. Applicants who remain on the reserve list will also receive an email to remind them of the dates of future batch allocations.

Foundation schools will contact reserve list applicants allocated to them after each batch to tell them about the local process and timescale for matching them to a specific programme.

Some foundation schools or employing healthcare organisations include an interview as part of their pre-employment checks. This information will be published on each foundation school website before batch allocations begin.

Allocating applicants who have the same score

Whenever there is more than one applicant with the same score at the bottom cut-off point, they will be randomly selected for inclusion in an allocation.

Example: If there are 50 places left on the primary list and 100 applicants have the next score, the system will randomly select 50 applicants. The remaining 50 applicants will be placed on the reserve list.

Example: If there are 10 vacancies to be allocated in batch 2, and 25 reserve list applicants with the same score, the system will randomly select 10 applicants to be allocated. The other 15 will remain on the reserve list.

This is the only legally defensible way to allocate applicants in this situation without requiring these applicants to undertake further assessment, and is in accordance with standard HR practice. Random selection has always been used where there are applicants with the same score competing for the last places in an allocation.

Unallocated applicants remaining at the end of the batch allocations

At the end of the batch allocations in July, if there are any applicants who have not been allocated they will be referred back to their medical school to explore local training opportunities. Applicants graduating from medical schools outside the UK will be the responsibility of their home medical school.

Linked applications

Linked applications cannot be honoured for reserve list applicants. The link will be severed where either or both individuals are on the reserve list. Applications are competitive and it would be unfair to a higher-scoring applicant to risk not getting a place on the Foundation Programme because they were linked to a reserve list applicant.

Pre-allocation based on special circumstances

Applicants who meet the criteria for pre-allocation to a UoA based on special circumstances can only be guaranteed their pre-allocated UoA if they are on the primary list.

Pre-allocation will be considered for reserve list applicants within each allocation batch, where possible, provided that the relevant UoA has available spaces. If no

vacancies are available in the pre-allocated UoA, applicants with special circumstances will be allocated in the same way as the rest of their batch.

Timeline for Reserve List Allocations

Date	Activity
25 February 2013	<p>FP 2013 application results are available:</p> <ul style="list-style-type: none"> • Primary list applicants receive an email to say that they can login to their FPAS account to see their application score and allocated UoA. • Reserve list applicants receive an email to say they can login to their FPAS account to see their application score, and they will be given further information about the reserve list allocation process.
30 April 2013	<p>1st batch allocation</p> <ul style="list-style-type: none"> • Applicants allocated in this batch will be sent an email to tell them they have been allocated. • Applicants not allocated will be sent an email to let them know they remain on the reserve list, and they will be given further information about the number remaining on the reserve list.
29 May 2013	<p>2nd batch allocation:</p> <ul style="list-style-type: none"> • The process is the same for all batch allocations (as above for batch 1)
26 June 2013	<p>3rd batch allocation:</p> <ul style="list-style-type: none"> • The process is the same for all batch allocations (as above for batch 1)
24 July 2013	<p>4th batch allocation:</p> <ul style="list-style-type: none"> • Applicants allocated in this batch will be sent an email to tell them they have been allocated. • Unallocated applicants will be sent an email telling them to contact their medical school to discuss their options. For UK medical schools, a contact name will be provided in the e-mail.

Frequently Asked Questions

General

Will the order I ranked the UoAs affect whether I am on the primary list or the reserve list?

No. Only your score will determine whether or not you are on the reserve list, not your foundation school preferences.

Why aren't applicants graduating from UK medical schools given preferential treatment?

According to European employment law, all eligible UK and EEA applicants must be treated equally and without prejudice, as must applicants from countries outside the EEA who have a work visa allowing them to work in the UK. Many applicants from outside the UK are excellent students and will score highly. As recruitment is a competitive process, it is likely that some UK medical students will be included on the reserve list.

Primary List Applicants

Can someone on the reserve list who scores lower than me get into their first choice UoA when I did not?

Yes, this is a possibility. Reserve list applicants will be allocated to the vacancies that are available at the time of the batch allocation. As a consequence, some reserve list applicants may be allocated to their first choice UoA if vacancies happen to arise there. However, reserve list applicants will have much less choice in which programme they are matched to. They will have to accept the posts that are available, rather than being able to list their preferences from the full range of programmes.

If I am on the primary list, but do not get my first choice UoA, can I opt to go onto the reserve list and wait for a place to come up?

No. If you withdraw your application from the UoA where you have been allocated, you will be withdrawn from the national application process. You will not be placed on the reserve list.

If my application is linked to someone on the reserve list, what happens?

If your score is high enough to place you on the primary list, but your partner's score isn't, your link will be broken. You will be placed on the primary list and your partner will go onto the reserve list. You will be allocated to a UoA on 25 February 2013 as an unlinked applicant.

Reserve List Applicants

If I am on the reserve list and have been allocated in batch 1, but my first choice UoA didn't have any vacancies, can I opt out of batch 1 to see if any vacancies in my first choice UoA come up in batch 2?

No. If you turn down the allocation to a UoA in batch 1, you are withdrawing from the national application process. You will not have the option of going into a subsequent batch.

Why have these dates been chosen for the reserve list batch allocations?

We have analysed the patterns of withdrawal of applicants from previous years, taking into account the results dates for final exams and re-sits at UK medical schools; and PLAB 1 and PLAB 2 testing dates in the UK and abroad. The dates chosen allow for the greatest number of applicants to be allocated as early as possible.

How big will each batch be?

It is impossible to know the size of each batch until people withdraw and vacancies arise. It is likely that the batch sizes will vary.

Why don't you allocate people in smaller batches more often?

We looked at a number of options for batches. It is more likely that applicants will be allocated to a higher choice UoA when there are a larger number of vacancies available.

Have applicants on the same score always been randomly allocated when there are a limited number of spaces?

Yes. This is the only legally defensible way to allocate applicants on the same score unless further assessment is undertaken to break these ties. This is standard HR practice.

If my partner and I have linked our applications and are both on the reserve list, will the link still be honoured?

No. If either or both partners are on the reserve list, the link is broken and you will both be allocated as unlinked applicants.

Will allocation in a later batch mean that I won't be able to start my foundation programme with the rest of my cohort?

Every effort will be made to allow you to start in early August 2013. However, there is a high possibility that applicants allocated in the June and July batches will not be able to start their foundation programmes at the same time as their colleagues. This is because the pre-employment checks (such as Criminal Records Bureau checks) can take up to eight weeks to complete.

What are the implications for me if I cannot start at the beginning of August 2013?

The Foundation Programme Reference Guide, which can be found at www.foundationprogramme.nhs.uk, will give you more information about “out of phase trainees”. You will need to successfully complete 12 months in F1 in order to be signed off and recommended for full registration with the General Medical Council (GMC).

If you have a question which has not been answered above, please contact the UKFPO on enquiries@foundationprogramme.nhs.uk.