



Foundation Programme Annual Report 2011

UK Summary

Report No. 3
November 2011

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EXECUTIVE SUMMARY

All 25 foundation schools submitted a return. The quality of data returned for 2011 was much improved from 2010, with all schools providing data for each section of the report apart from tasters. The UKFPO recognises the enormous amount of work done by deaneries and foundation schools to improve their data collection processes in order to optimise this valuable national resource.

The report is divided into the same four sections (Foundation Schools, Delivering Foundation Training, Progression and Outcomes and Recruitment) and appendix as the 2010 report, with comparative data provided for 2009 and 2010 wherever appropriate. The key findings are set out below.

Foundation schools

This section relates to the foundation year commencing in August 2010 and ending in August 2011 and provides data on the size of foundation schools, staffing levels and fill rates.

The number of Foundation Programme places across the 25 schools ranges from 76 to 867 at F1 and from 67 to 867 at F2.

One foundation school employs a full-time foundation school director (FSD), with the average being 0.5 FTE. The majority of FSDs continue with part-time clinical work. Ten foundation schools employ at least one full-time foundation school manager (FSM), with the average being 0.8 FTE. On average, there is less than 0.5 days per week of FSD time allocated to every 100 foundation doctors and less than 0.75 days per week of FSM time.

Across the UK, 96% of F1 places and 90% of F2 places which are part of two year programmes were filled at the start of the foundation year. An additional 0.4% of F1 and 7% of F2 places were filled by doctors in one year posts. Just 3.8% of F1 and 3.1% of F2 places remained unfilled at the start of August 2010. It is likely that many of these places were filled at a later date.

Delivering foundation training

This section relates to the foundation year commencing in August 2010 and ending in August 2011 and covers local matching to programmes, placement length, flexible and supernumerary training, specialty exposure and tasters.

59% of F1 doctors and 61% of F2 doctors are female. Ten foundation schools match doctors to two year rotations before the start of the Foundation Programme, with 14 schools matching to one year rotations and one school using a combination of both.

All foundation schools offer rotations comprising 3 x 4 month placements, and some have other configurations such as 2 x 6 months or 4 x 3 months. For F1 rotations, 92% include placements that are a minimum of four and a maximum of six months with 8% of placements lasting less than four months. 96% of F2 rotations comprise placements that are a minimum of four and a maximum of six months.

At F1, 20 foundation schools have doctors who are training flexibly either in job shares or in supernumerary posts and 16 schools have other supernumerary foundation doctors. For F2, this is 19 and 15 schools respectively.

Foundation doctors experience a range of specialties in the Foundation Programme, with the top three CCT specialties experienced by F1 doctors being general surgery (83.4%), general (internal) medicine (64.4%) and geriatric medicine (23.7%). The top three CCT specialties experienced by F2 doctors were general practice (42.0%), emergency medicine (41.0%), and general (internal) medicine (20.4%). The percentages are calculated using the total number of doctors who would rotate through each specialty if all training programmes were filled (i.e. where a rotation comprises 3 x 4 month placements, three separate doctors would rotate through each specialty in the rotation).

Twenty two foundation schools reported that F2 doctors undertook tasters, normally ranging from two to five days. Fourteen schools reported tasters being undertaken during F1 which could be used to give doctors the opportunity to experience different specialties before they need to consider their specialty training application. Tasters were taken up primarily in anaesthetics and critical care or medical specialties during both F1 and F2.

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Academic Foundation Programmes - There were a total of 364 Academic Foundation Programme (AFP) places at F1 level and 461 places at F2 level ending in August 2011. Research programmes accounted for 77.3% of all AFP places, with the remaining being offered in medical education (8.1%), management/leadership (1.7%) and other categories (12.8%). For the Academic Foundation Programme commencing in August 2011, 445 F1 doctors were appointed and 408 F2 doctors started their second AFP year.

Progression and outcomes

This section relates to the foundation year commencing in August 2010 and ending in August 2011 and covers sign-off, progression, career destination and doctors needing additional help.

97.5% of F1 and 96.4% of F2 doctors successfully completed their respective foundation years in August 2011 and were signed off as having attained the appropriate level of competence.

The majority (97.4%) of F1 doctors signed off in August 2011 are continuing with their foundation training in the UK. Just 1.1% of those signed off at the end of F1 left the Foundation Programme.

The career destination was known for 95% of foundation doctors completing their foundation training in 2011. For the F2 doctors where the career destination is known, 71% were appointed to specialty training in the UK. Less than 10% of doctors were appointed to positions outside of the UK. 0.1% reported that they had left the profession permanently.

The number of foundation doctors not signed off at the end of their respective years was 185 F1s and 276 F2s, with 7 of the F1s and 12 of the F2s being in Academic Foundation Programmes. The most prevalent reasons for not being signed off were having more than four weeks' absence and requiring additional training.

A total of 248 F1 and 276 F2 doctors were monitored under foundation schools' doctors in difficulty processes across the 25 foundation schools. 25% of the F1 doctors being monitored had been identified as having difficulties via the transfer of information form. The main area of concern for both F1 and F2 related to the doctor's personal health.

Less than 4% of F1 doctors from UK medical schools required additional support compared with almost 10% from EEA medical schools and just over 11% from non-EEA medical schools.

The outcome for foundation doctors in difficulty was typically favourable, with 41% of F1s and 33% of F2s being signed off by the original end date of their foundation year. A further 32% of F1s and 43% of F2s are expected to be signed off by an agreed, extended end date.

Thirty F1 and 25 F2 doctors were referred to the GMC for fitness to practise issues. This relates to 0.4% of F1s and 0.3% of F2s.

Recruitment

This section relates to the foundation year commencing in August 2011 and ending in August 2012.

Nearly 98% of F1 doctors appointed following the national allocation graduated from UK medical schools, with just over 2% graduating outside the UK.

The majority (91%) of F2 doctors in August 2011 were starting the second year of a two year programme in the same foundation school, with less than 3% transferring to a different foundation school for their F2 year. Fewer than 3% of F2 doctors entered foundation training at the F2 level in stand-alone posts.

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Background

In response to demands for national data relating to recruitment, structures and outcome of the Foundation Programme across the UK, the UK Foundation Programme Office (UKFPO) introduced a national data gathering exercise in 2009 and produced the first Foundation Programme Annual Report. The second report was produced in 2010.

There are four key principles underpinning the annual report:

- it does not replace deanery/foundation school quality management processes;
- it will be shared with the four UK health departments, regulator and others;
- it provides national, summary data and does not identify any individuals;
- it will be reviewed annually.

The data gathering process and the report content for 2010 were reviewed during January and February 2011 with input from key contributors to and recipients of the report.

Review of 2010 data collection

Review process

- Foundation school managers were asked for their feedback regarding the report template and process used for 2010 at their meeting in January 2011.
- The GMC was invited to identify any additional data items it required for the 2011 report.
- Medical Programme Board reviewed the F2 Career Destination report and identified additional information to be added to the F2 Career Destination survey for 2011.
- Proposed changes to the report template and the revised national F2 Career Destination survey were reviewed by foundation school director and manager representatives.
- The proposed F2 Career Destination survey was also reviewed by foundation doctor representatives to ensure it was clear and easily understood by respondents.

Review outcome

At the request of the foundation schools, the proposed changes for the 2011 template were kept to an absolute minimum. The following revisions were introduced for 2011:

- Information relating to the next career destination for each F2 doctor was requested in a standardised format.
- Foundation school directors agreed to make the receipt of the Foundation Achievement of Competence Document (FACD) at the end of F2 dependent on completion of the F2 Career Destination Survey for every F2 doctor completing their Foundation Programme in 2011.
- Conditional formatting was included in the report template to help schools identify where the data they provided was inconsistent.
- Additional questions were added to provide data required by the GMC related to doctors who are not signed off after a period of remediation and the number of supernumerary posts required related to adjustments required for disability.

In response to the consistent request from foundation schools for as much time as possible to prepare for the report, the revised report template, comprehensive completion notes, a sample data set and a copy of the national F2 Career Destination Survey were shared with the foundation school managers on 1 March 2011. The deadline for returning completed templates was mid-September 2011.

2011 report

The results of the 2011 data collection exercise are presented in this report as a UK-wide summary in four sections. The first three sections – 'Foundation schools', 'Delivering foundation training' and 'Progression and outcomes' – relate to the foundation year ending August 2011. The fourth section – 'Recruitment' - refers to appointees to the foundation year commencing in August 2011. Where possible, a comparison with the results from the 2009 and 2010 annual reports is given.

Section 1 – FOUNDATION SCHOOLS

This section relates to the foundation year commencing in August 2010 and ending in August 2011.

Resources

There is significant variation in size amongst the 25 UK foundation schools. Table 1 shows the total number of F1 and F2 places in foundation schools, together with the lowest and highest number at a single school. The mean and median number of places is also shown. The median excluding Academic Foundation Programmes (AFP)¹ for 2011 is given to compare with the median for the last two years (AFP places were reported separately in 2009). The number of posts has remained relatively stable.

Table 1: Number of Foundation Programme places

No. FS responded	Commencing in August 2010	Std	AFP	Total places	Min	Max	Mean	Median	2011 Median exc. AFP	2010 Median exc. AFP	2009 Median exc. AFP
25	F1 places	7,281	364	7,645	76	867	306	287	275	277	273
25	F2 places	7,274	461	7,735	67	867	309	298	282	279	279

Table 2 shows the level of resource employed by deaneries/foundation schools in key roles, using full time equivalents (FTE). There is no significant change in the median FTE equivalents from 2010 to 2011.

Table 2: Levels of resource (FTE)

Number of FS	Role	FTE equivalent					
		Min	Max	Mean	2011 Median	2010 Median	2009 Median
25	Foundation school director	0.2	1.0	0.5	0.4	0.4	0.4
22	GP associate dean (time dedicated to foundation)	0.0	0.8	0.2	0.1	0.1	not recorded
25	Foundation school manager	0.2	3.0	0.8	0.9	1.0	1.0
25	Foundation school administrator / coordinator	0.2	9.0	1.9	1.1	1.0	1.2
20	Other staff undertaking foundation-related work	0.0	15.0	1.5	0.5	0.1	0.2

Alternatively, the level of resource dedicated to the key roles within a foundation school can be expressed as FTE per 100 foundation doctors. Table 3 shows this ratio for foundation school directors and managers. The difference in the median values for 2010 and 2009 for foundation school managers is due to a reduction in the total FTE foundation school manager workforce of 0.8. between 2009 and 2010. There are no differences in median between 2010 and 2011.

Table 3: Resource (FTE) per 100 foundation doctors

No. FS responded	Role	FTE equivalent per 100 FDs					
		Min	Max	Mean	2011 Median	2010 Median	2009 Median
25	Foundation school director	0.02	0.25	0.09	0.08	0.08	0.08
25	Foundation school manager	0.00	0.28	0.13	0.14	0.14	0.21

¹ For purposes of this report, "Academic Foundation Programmes" (AFP) cover all non-standard foundation programmes, including those associated with research, medical education, management and leadership, pharmaceutical and e-learning placements.

Number of Foundation Programme places

For rotations commencing August 2010 and ending August 2011, 25 foundation schools reported a total of 7,645 F1 places and 7,735 F2 places, including AFP places.

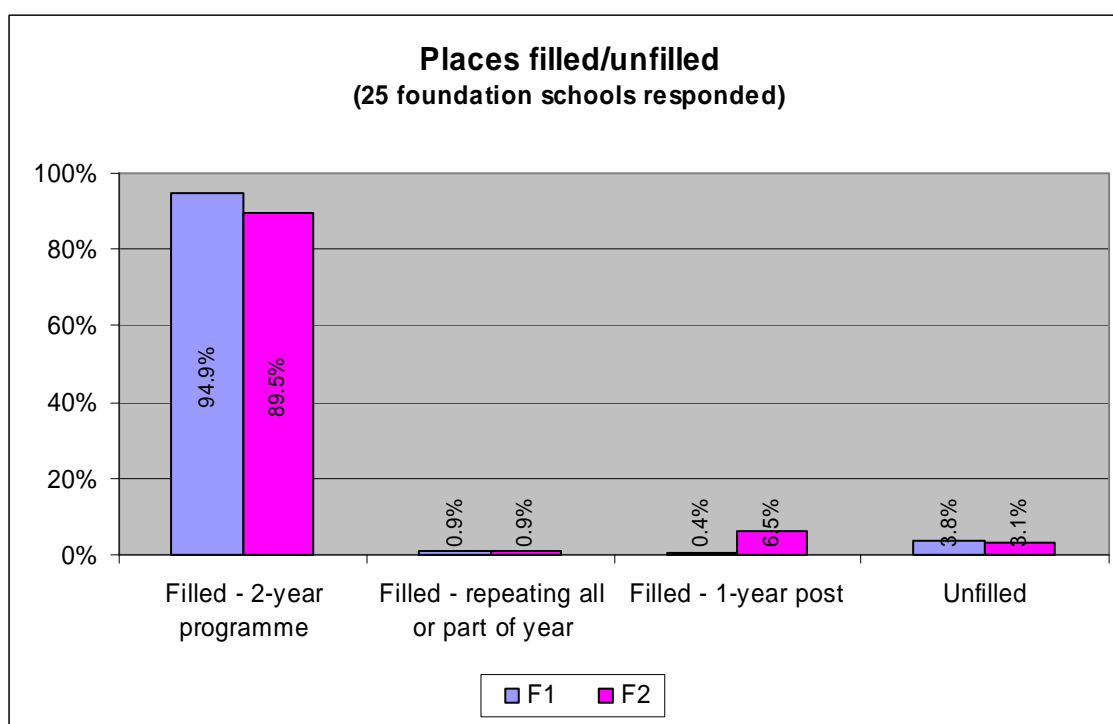
All 25 schools provided information about the number of places that had been filled by foundation doctors on two year programmes or in one year posts. Table 4 shows the number of places filled and unfilled.

Table 4: Places filled and unfilled at start of August 2010

No. FS responded	At start of August 2010	F1			F2		
		Std	AFP	Total	Std	AFP	Total
	Filled - 2-year programme	6,899	358	7,257	6,493	431	6,924
	Filled - repeating all or part of year	64	1	65	65	1	66
	Filled - 1-year post	34	0	34	480	25	505
	Unfilled	284	5	289	236	4	240
25	Total number of places	7,281	364	7,645	7,274	461	7,735

Figure 1 shows the Foundation Programme places filled and unfilled as a percentage of the total number of places in the 25 schools.

Figure 1: Foundation Programme places filled and unfilled



Unfilled places

Each year, a small proportion of allocated F1 applicants will not commence the Foundation Programme. This can be due to a number of factors such as failing final exams, withdrawing applications for personal reasons or not meeting the criteria of local pre-employment checks. The foundation schools endeavour to fill any such vacancies before the start of the foundation year.

Twenty three foundation schools provided data and reported a total of 289 unfilled F1 places at the start of August 2010 and 19 schools reported a total of 240 unfilled F2 places. On average 4.4% of F1

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places and 3.3% of F2 places were unfilled at the start of the foundation year. This compares less favourably with the percentage of unfilled places at the beginning of August 2009 which was 2.0% for F1 and 1.7% for F2.

Reasons for unfilled places

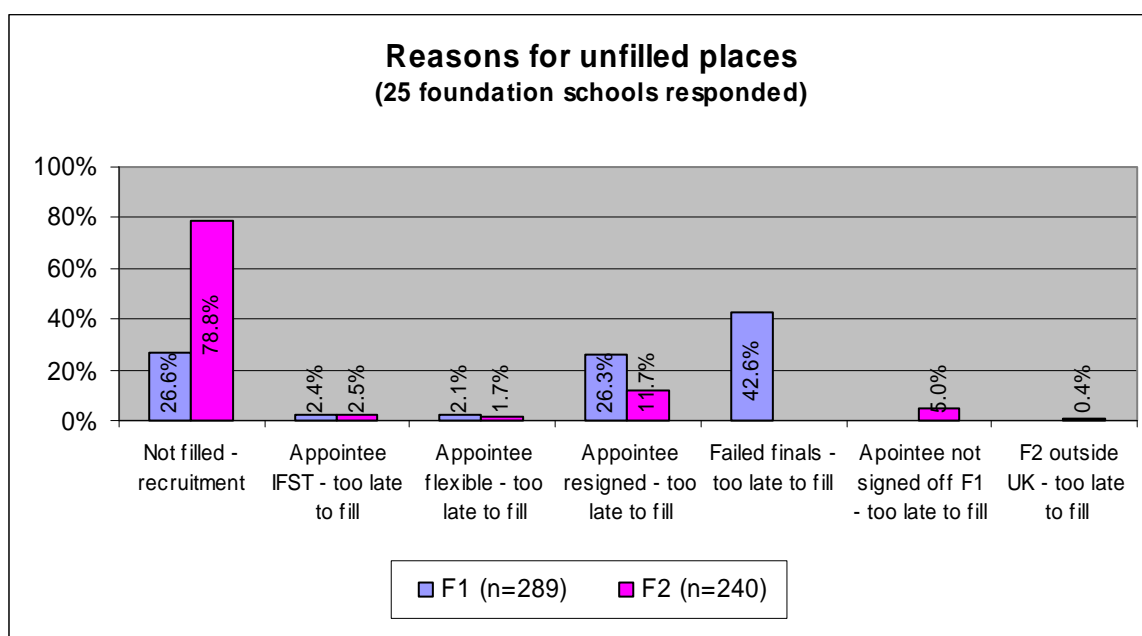
Twenty-three schools provided consistent data regarding the reasons for the vacancies that remained unfilled at the start of the foundation year. The reasons are broken down in Table 5.

Table 5: Reasons for unfilled places at the start of the foundation year

No. FS responded	Reasons for vacancies remaining in August 2010	F1		F1 Total	F2		F2 Total
		Std	AFP		Std	AFP	
	Not filling places during national or local recruitment	74	3	77	185	4	189
	Appointee transferring to another foundation school too late to find a replacement	7	0	7	6	0	6
	Appointee transferring to a flexible training programme too late to find a replacement	6	0	6	4	0	4
	Appointee resigned too late to find a replacement	74	2	76	28	0	28
	Appointee failed finals too late to find a replacement	123	0	123			
	Appointee not signed off at end of F1 too late to find a replacement				12	0	12
	Appointee undertaking F2 outside the UK too late to find a replacement				1	0	1
25	Total	284	5	289	236	4	240

Figure 2 shows each reason for unfilled places as a percentage of the total unfilled for each foundation year.

Figure 2: Reasons for unfilled places



Section 2 – DELIVERING FOUNDATION TRAINING

This section relates to the foundation year commencing in August 2010 and ending in August 2011.

Matching to programmes

The national recruitment process allocates successful applicants to a Unit of Application (UoA). A UoA is a geographical location consisting of one or more foundation schools. The foundation schools in each UoA are responsible for matching the applicants to specific programmes and facilitating the employing healthcare organisations' pre-employment checks.

Some foundation schools opt to match doctors to a full two year rotation before they start their Foundation Programme, whereas others choose to match doctors to the first 12 month's rotation and then run a competitive process during the first year to match individual doctors to their F2 rotation. In this instance, the foundation doctors are competing only for specific programmes as they have already been appointed to a two year programme.

All 25 foundation schools provided information on whether their school matches to one or two year rotations, or a combination of both as shown in Table 6.

Table 6: Number of foundation schools matching to one or two year rotations

One or two year rotations	2009	2010	2011
One-year rotation	10	11	10
Two-year rotation	12	12	14
Combination of both	1	2	1

Configuration of foundation programmes

The recommended duration of each placement in a foundation programme is currently a minimum of three and a maximum of six months². All foundation schools reported that the majority of the rotations offered in their school comprise 3 x 4 month placements, with 14 schools reporting that this accounted for all F1 and F2 rotations.

In four foundation schools, the only other configuration offered is 4 x 3 month placements. Seven schools reported they have individual rotations comprising other configurations.

Table 7 shows the configuration of individual rotations across all schools.

Table 7: Configuration of foundation programmes

Number of FS		Configuration of rotations	F1			F2		
F1	F2		Std	AFP	Total	Std	AFP	Total
25	25	3x4 months	6,415	344	6,759	6,962	451	7,413
9	4	2x6 months	269	0	269	31	0	31
8	7	4x3 months	430	20	450	64	0	64
8	8	Other	167	0	167	217	10	227
Total			7,281	364	7,645	7,274	461	7,735

Figure 3 shows the percentage of individual rotations comprising different configurations for F1 in 2009, 2010 and 2011. There is a small increase in the percentage of rotations comprising either 3 x 4 month or 2 x 6 month placements, 91.9% for 2011 compared to 90.4% for 2010.

² The UK Foundation Programme Reference Guide, UKFPO March 2010

Figure 3: Configuration of F1 rotations (year on year comparison)

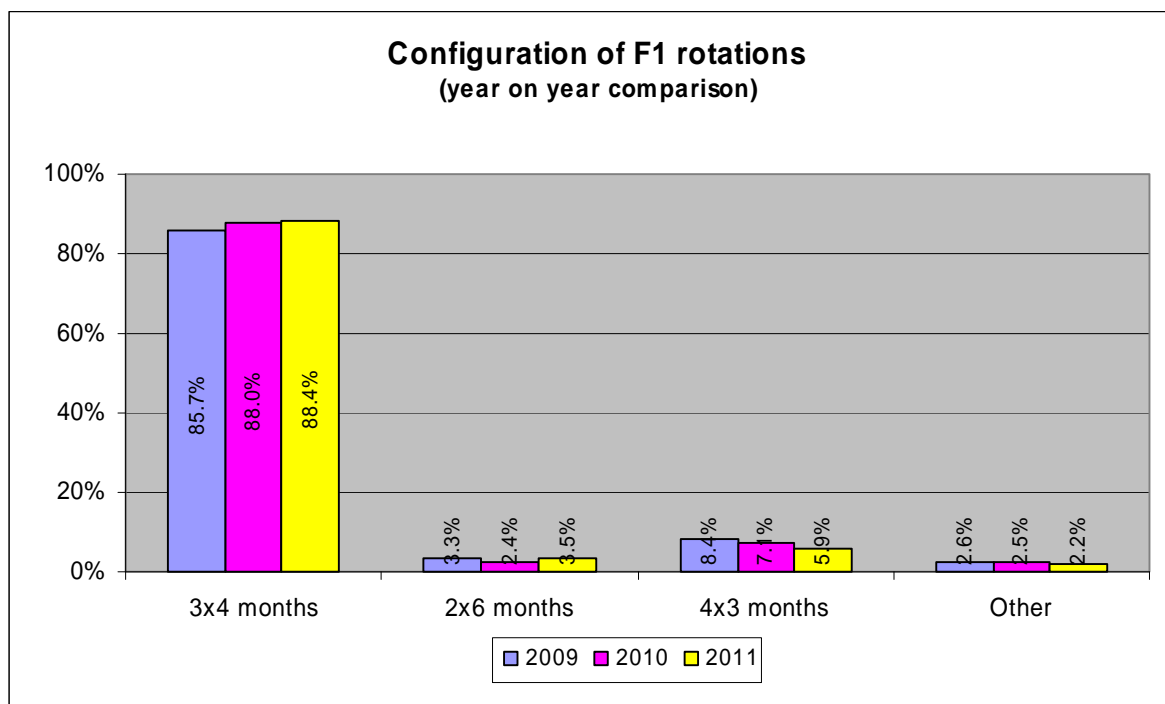
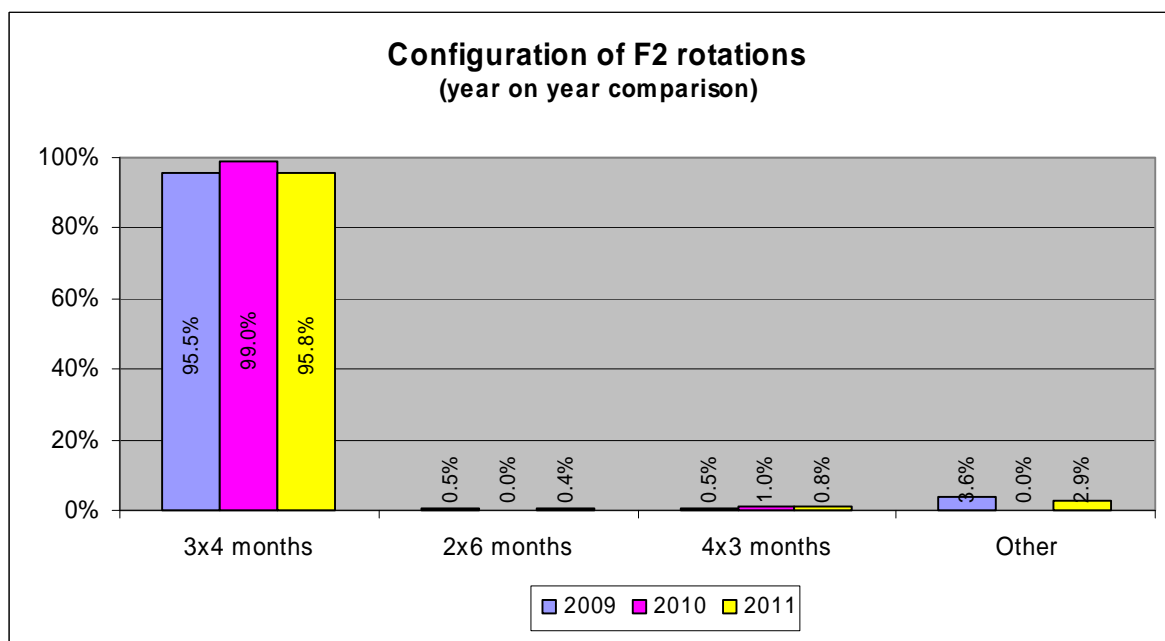


Figure 4 shows the percentage of F2 rotations comprising different configurations in 2009, 2010 and 2011. For F2 rotations, there has been a small decrease in the percentage comprising 3 x 4 or 2 x 6 month placements, 96.2% for 2011 compared to 99.9% for 2010.

Figure 4: Configuration of F2 rotations (year on year comparison)



Flexible and supernumerary foundation doctors

The returns from the 25 foundation schools indicate that five schools have no F1 doctors training flexibly and six schools have no F2 doctors training flexibly. The number of schools reporting no

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supernumerary foundation doctors, other than those training flexibly, is nine for F1 doctors and ten for F2 doctors. The total number of each from the remaining schools is shown in Table 8.

Table 8: Part-time and supernumerary foundation training requested and approved

Number of FS	Flexible & supernumerary foundation training	Standard		Academic	
		Req'd	App'd	Req'd	App'd
8	F1 flexible doctors in job-shares	19	18	1	1
15	F1 flexible doctors in supernumerary posts	38	34	2	2
4	F1 flexible doctors - other	7	7	0	0
6	Other supernumerary F1 doctors	19	13	0	0
	Total F1	83	72	3	3
11	F2 flexible doctors in job-shares	29	28	2	2
15	F2 flexible doctors in supernumerary posts	92	87	1	1
2	F2 flexible doctors - other	1	1	0	0
4	Other supernumerary F2 doctors	7	7	0	0
	Total F2	129	123	3	3

The gender split for doctors training flexibly is 15% male and 85% female for F1 and 5% male and 95% female for F2. For supernumerary training the gender split is 31% male and 69% female for F1 and 43% male and 57% female for F2.

Figure 5 shows the number of flexible and supernumerary F1 doctors as a percentage of the total foundation doctors for 2009, 2010 and 2011. There has been a slight decrease in the percentage of F1 doctors training part-time and in the percentage of other supernumerary posts.

Figure 5: Flexible and supernumerary F1 doctors (year on year comparison)

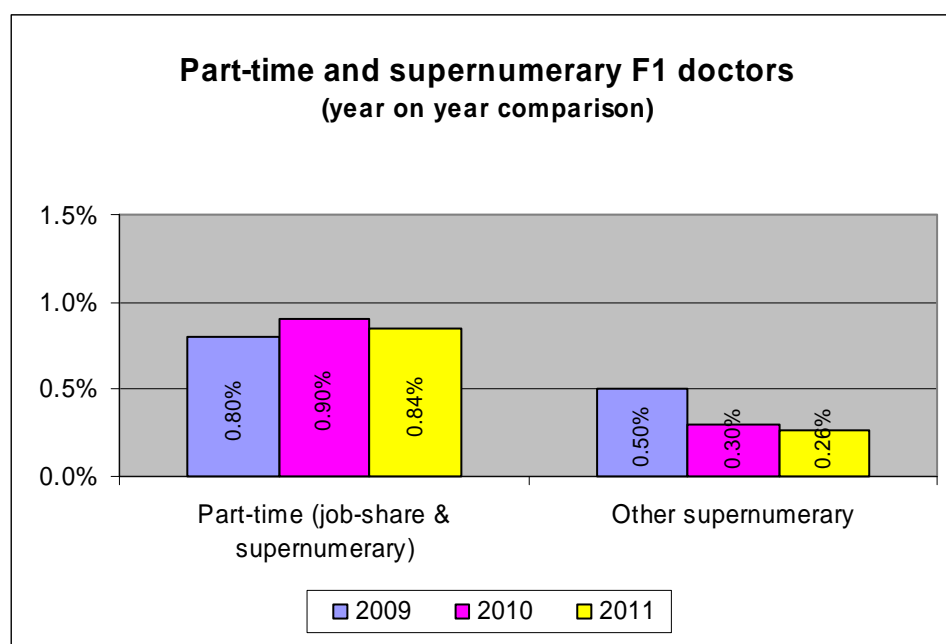
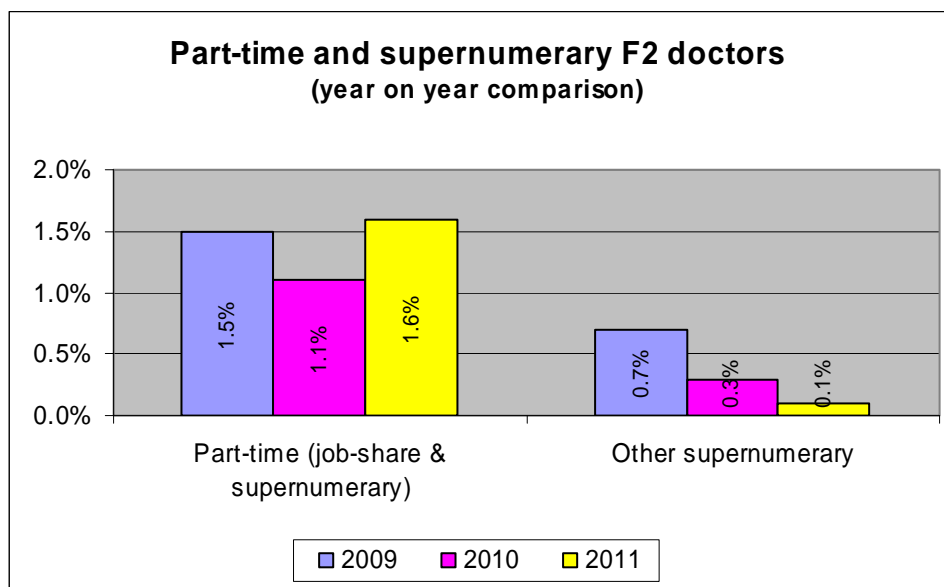


Figure 6 shows the number of flexible and supernumerary F2 doctors as a percentage of the total foundation doctors for 2009, 2010 and 2011. There is an increase in the percentage of F2 doctors training flexibly and a decrease in the percentage of those in other supernumerary posts.

Figure 6: Flexible and supernumerary F2 doctors (year on year comparison)



Gender split

Based on the information provided by 24 foundation schools, the gender split for F1 and F2 is shown in Table 9.

Table 9: Gender split for F1 and F2 ending August 2011

No. FS responded	Gender split	Male	Female
24	F1	40.8%	59.2%
24	F2	39.3%	60.7%

Table 10 shows the gender split for F1 and F2 for the foundation years ending in August 2010 and 2011. It can be seen that the male:female ratio for both F1 and F2 has remained approximately 40:60 across the two years.

Table 10: Gender split for F1 and F2 year on year comparison

No. FS responded	Gender split - year on year comparison	F1		F2	
		2010	2011	2010	2011
24	Male	38.7%	40.8%	41.2%	39.3%
24	Female	61.3%	59.2%	58.8%	60.7%

Specialties experienced in the Foundation Programme

Training experience is provided in a wide variety of specialties during the Foundation Programme. All 25 foundation schools provided information about the specialties experienced by both F1 and F2 doctors. Table 11 shows the percentage of F1 and F2 doctors rotating through each CCT specialty³ during the foundation year. The percentage is calculated using the total number of Foundation Programme posts. These percentages are not a direct comparison with the information shown in last year's report which gave the percentage of foundation placements in which each specialty was included.

³ The list of CCT specialties is taken from the GMC website: www.gmc-uk.org

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Table 11: Percentage of foundation doctors rotating through each CCT specialty

CCT specialty	% F1s rotating through	% F2s rotating through
Acute Internal Medicine	11.9%	8.2%
Allergy	0.1%	0.1%
Anaesthetics	5.6%	3.0%
Audiological Medicine		0.3%
Cardiology	11.7%	5.8%
Clinical Genetics		0.1%
Clinical Neurophysiology		
Clinical Oncology	1.1%	1.9%
Clinical Pharmacology and Therapeutics	0.6%	0.2%
Clinical Radiology	0.4%	0.5%
Community placement specialties* (see below)	0.1%	0.7%
Dermatology	0.6%	0.7%
Emergency Medicine (Accident & Emergency)	8.2%	41.0%
Endocrinology & Diabetes Mellitus	8.9%	2.9%
Gastroenterology	10.9%	4.2%
General (Internal) Medicine	64.4%	20.4%
General Practice	0.1%	42.0%
Genito-urinary Medicine	0.4%	1.8%
Geriatric Medicine	23.7%	12.7%
Haematology	1.6%	2.5%
Immunology	0.1%	0.1%
Infectious Diseases	1.2%	1.0%
Intensive Care Medicine	4.0%	4.4%
Medical Oncology	0.9%	1.7%
Medical Ophthalmology		0.2%
Neurology	1.0%	1.6%
Nuclear Medicine		1.8%
Obstetrics & Gynaecology	4.0%	11.6%
Occupational Medicine		0.1%
Ophthalmology	0.3%	2.4%
Paediatric Cardiology		0.1%
Paediatrics	7.9%	14.6%
Palliative Medicine	1.1%	1.8%
Pathology: Chemical	0.1%	0.3%
Pathology: Histopathology	0.2%	0.6%
Pathology: Medical Microbiology	0.1%	1.3%
Pathology: Medical Virology		0.2%
Pharmaceutical Medicine		
Psychiatry: Child and Adolescent		0.1%
Psychiatry: Forensic		0.1%
Psychiatry: General	4.3%	9.9%
Psychiatry: Learning Disability	0.2%	0.4%
Psychiatry: Old Age	0.1%	1.2%
Psychiatry: Psychotherapy		
Public Health Medicine	0.1%	1.8%
Rehabilitation Medicine	1.5%	1.1%
Renal Medicine	2.6%	2.5%
Respiratory Medicine	12.3%	4.0%
Rheumatology	3.2%	1.3%

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CCT specialty	% F1s rotating through	% F2s rotating through
Sport and Exercise Medicine		
Surgery: Cardio-thoracic	0.4%	1.7%
Surgery: General Surgery	83.4%	16.5%
Surgery: Neurosurgery	1.9%	2.4%
Surgery: Oral and Maxillo-facial	0.1%	0.6%
Surgery: Otolaryngology	1.6%	5.7%
Surgery: Paediatric	0.8%	0.8%
Surgery: Plastic	1.1%	1.3%
Surgery: Trauma and Orthopaedic	15.3%	18.0%
Surgery: Urology	9.2%	4.4%
Tropical Medicine	0.5%	0.5%
Academic Medicine		0.5%
Medical Education		0.3%
Other		0.1%

* Covers all other experiences of training in the community apart from GP. For example community paediatrics, dermatology, homeless care, substance abuse

Doctors were able to experience a range of specialties across the F1 and F2 years. Tables 12 and 13 show the top five specialties experienced in F1 and F2 rotations for 2009, 2010 and 2011. It should be noted that the percentages for 2009 and 2010 were previously given as the percentage of placements including the specialty. These numbers have been multiplied by three (the average number of foundation doctors rotating through each placement) to enable a comparison with the 2011 numbers, which show the percentage of doctors rotating through each specialty.

Table 12: Top five specialties experienced by F1 doctors (year on year comparison)

Top five specialties experienced by F1 doctors						
2009		2010		2011		
Specialty	% F1s	Specialty	% F1s	Specialty	% F1s	
1	General surgery	94.2%	General surgery	81.9%	General surgery	83.4%
2	General (internal) medicine	73.2%	General (internal) medicine	68.4%	General (internal) medicine	64.4%
3	Geriatric medicine	28.2%	Geriatric medicine	23.7%	Geriatric medicine	23.7%
4	Trauma & orthopaedic surgery	16.8%	Trauma & orthopaedic surgery	15.9%	Trauma & orthopaedic surgery	15.3%
5	Respiratory medicine	15.0%	Urology	11.7%	Respiratory medicine	12.3%

Table 13: Top five specialties experienced by F2 doctors (year on year comparison)

Top five specialties experienced by F2 doctors						
2009		2010		2011		
Specialty	% F2s	Specialty	% F2s	Specialty	% F2s	
1	Emergency medicine	58.5%	Emergency medicine	50.7%	General practice	42.0%
2	General practice	48.9%	General practice	41.4%	Emergency medicine	41.0%
3	General (internal) medicine	36.9%	General (internal) medicine	27.9%	General (internal) medicine	20.4%
4	Trauma & orthopaedic surgery	22.5%	Trauma & orthopaedic surgery	20.1%	Trauma & orthopaedic surgery	18.0%
5	General surgery	22.5%	General surgery	19.5%	General surgery	16.5%

Specialties experienced via tasters

Twenty two foundation schools provided information on tasters, and all of them indicated that doctors undertook tasters during F2, with 18 of them (72%) allowing tasters to be undertaken during F1. In 2009 42% of schools reported they allowed tasters at F1 level and in 2010 it was 67%. This would imply that each year more foundation schools are permitting doctors to undertake tasters during their first year of foundation training and before they need to consider their application for specialty training.

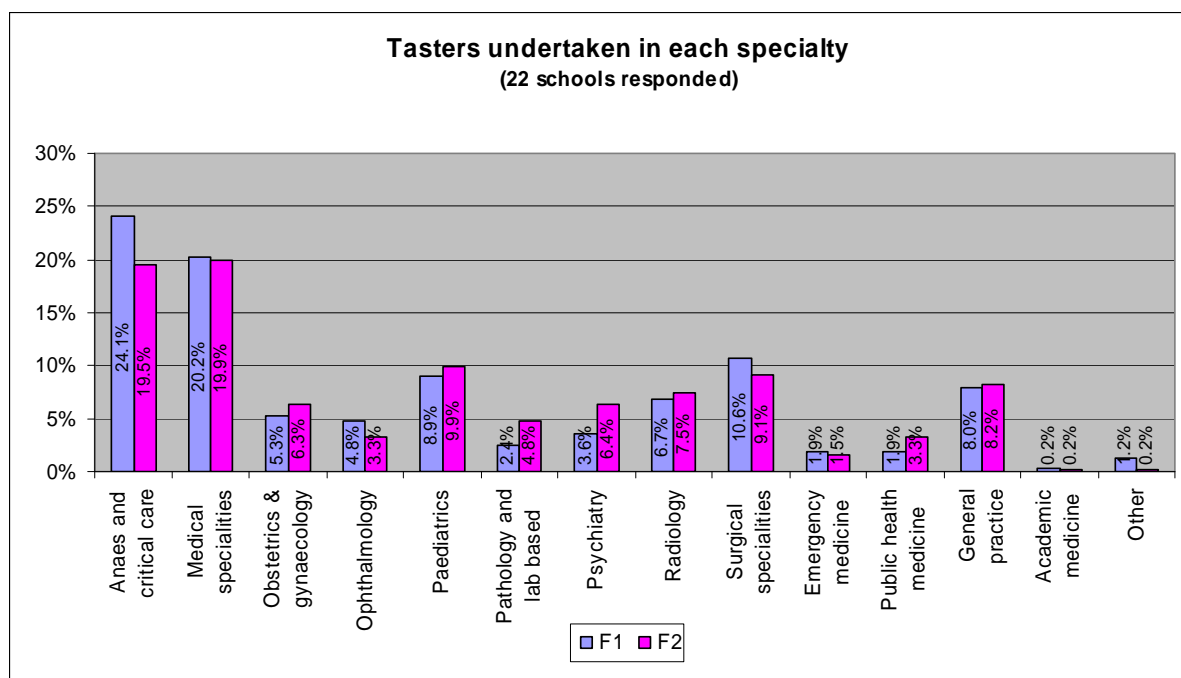
Table 14 shows the total number of taster experiences reported in different specialties.

Table 14: Specialties experienced via tasters

Specialty experienced via tasters	No. of tasters during F1	No. of tasters during F2
Anaesthetics and critical care	100	180
Medical specialties	84	184
Obstetrics & gynaecology	22	58
Ophthalmology	20	30
Paediatrics	37	91
Pathology and laboratory based specialties	10	44
Psychiatry	15	59
Radiology	28	69
Surgical specialties	44	84
Emergency medicine	8	14
Public health medicine	8	30
General practice	33	76
Academic medicine	1	2
Other	5	2
Total	415	923

Figure 7 shows the number of tasters undertaken by F1 and F2 doctors in each specialty expressed as a percentage of the total number of tasters undertaken.

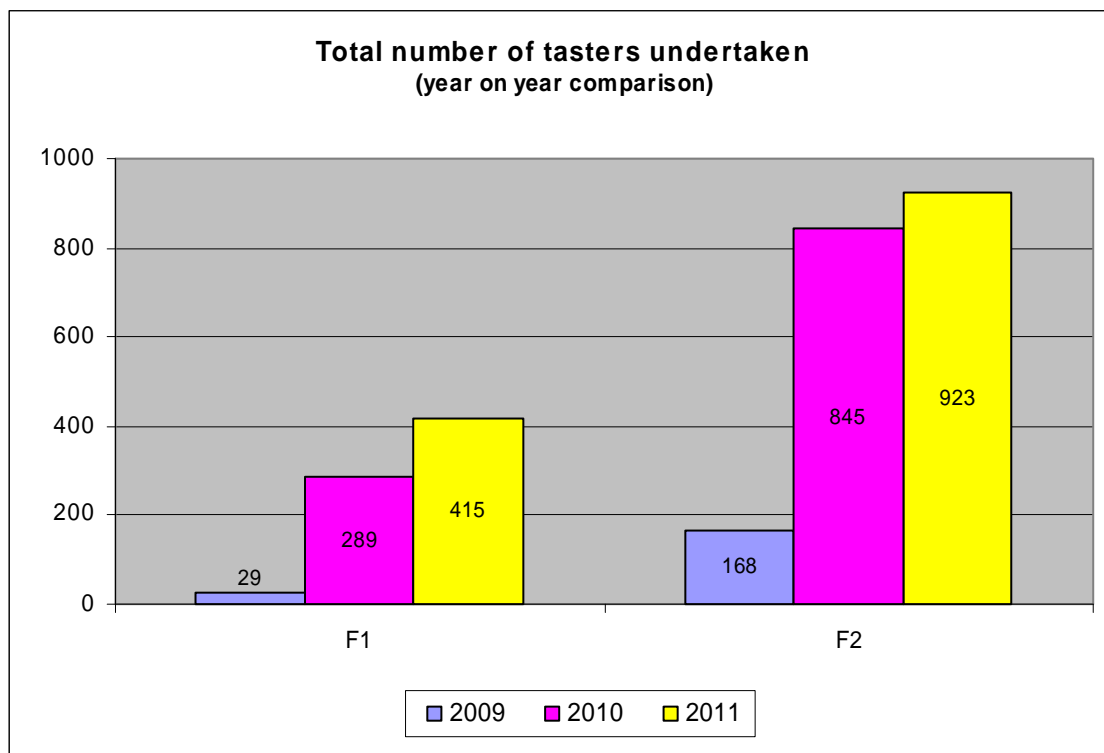
Figure 7: Tasters undertaken in each specialty



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Figure 8 shows the total number of tasters undertaken during F1 and F2 for 2009, 2010 and 2011. The large differences between 2009 and 2010 are most likely to be due to the limited data provided by the foundation schools in 2009 rather than a huge increase in the number of tasters undertaken. However, the comparison between 2010 and 2011 does show a significant increase in the number of tasters undertaken in both F1 and F2.

Figure 8: Total number of tasters undertaken (year on year comparison)



F2 outside the UK

Some, but not all, postgraduate deaneries/foundation schools permit a small proportion of their foundation doctors to undertake their F2 training outside the UK, provided the training programme is prospectively approved by the postgraduate dean. Foundation doctors are expected to identify a suitable training programme, request prospective approval and make all arrangements for supervision and assessment with the host organisation.

Sixteen foundation schools reported that the postgraduate dean had approved F2 training outside the UK for the F2 year ending in August 2011. Table 15 shows a comparison of the number of doctors and the number of schools approving F2 outside the UK for 2009, 2010 and 2011.

Table 15: F2 approved outside the UK

Country	2009		2010		2011	
	No. F2 doctors	Number of FS	No. F2 doctors	Number of FS	No. F2 doctors	Number of FS
Australia	31	10	33	11	25	12
New Zealand	21	8	26	12	32	15
Israel	1	1	1	1		
USA	1	1				
Total	54		60		57	

Section 3 – PROGRESSION AND OUTCOMES

This section relates to the foundation year commencing in August 2010 and ending in August 2011.

F1 outcomes

Foundation doctors successfully completing their F1 year (being signed off as having achieved the requirements for F1) and receiving full registration with the GMC may progress to F2. Some doctors choose to leave the Foundation Programme after achieving full GMC registration for a variety of personal reasons. Those continuing their foundation training may undertake their F2 year in the same foundation school; transfer to a different foundation school via an inter-foundation school transfer if their circumstances have changed since they were allocated to the original school; or resign from their post and apply in open competition for stand-alone F2 posts in other foundation schools.

Foundation doctors who have not achieved the required level of competence are not signed off at the end of their F1 year. These doctors will not be recommended by the foundation school for full registration with the GMC.

All 25 foundation schools provided information about the next career stage for their F1 doctors. A total of 7,176 (97.5%) F1 doctors successfully completed their F1 year at the end of one year and were signed off, with 185 (2.5%) not being signed off. This compares to 97.8% and 2.2% respectively reported in 2010. The next career stage was unreported for just 42 signed-off F1 doctors across the UK. The number of F1 outcomes reported is higher than the number of places filled at the start of August 2010 as some places were filled at a later date, but still in time for the foundation doctor to be signed-off at the end of the standard foundation year.

Table 16 shows a breakdown of the destinations for F1 doctors successfully completing their first foundation year in 2011.

Table 16: Destinations for F1 doctors

Number of FS	Destination for F1 doctors	Std F1	Academic F1	Total F1s
25	F2 in the same foundation school	92.9%	96.9%	93.1%
15	F2 in a different foundation school - IFST	3.7%	2.3%	3.7%
12	Stand-alone F2 in a different foundation school	0.7%	0.3%	0.7%
9	F2 outside the UK (prospectively approved)	0.4%		0.4%
13	Statutory leave but intend to return	0.4%		0.4%
14	Approved TOFP but intend to return	0.5%		0.5%
5	Other destination, continuing with FP	0.2%	0.3%	0.2%
	Sub-total for signed-off, continuing with FP	98.9%	99.7%	98.9%
8	Returning to 'home' country	0.3%	0.3%	0.3%
9	Medical training outside the UK	0.2%		0.2%
3	Career break			
0	Ill health			
0	Permanently left medicine			
11	Other destination, leaving FP	0.5%		0.5%
4	Unknown destination, leaving FP	0.1%		0.1%
	Sub-total for signed-off, leaving FP	1.1%	0.3%	1.1%

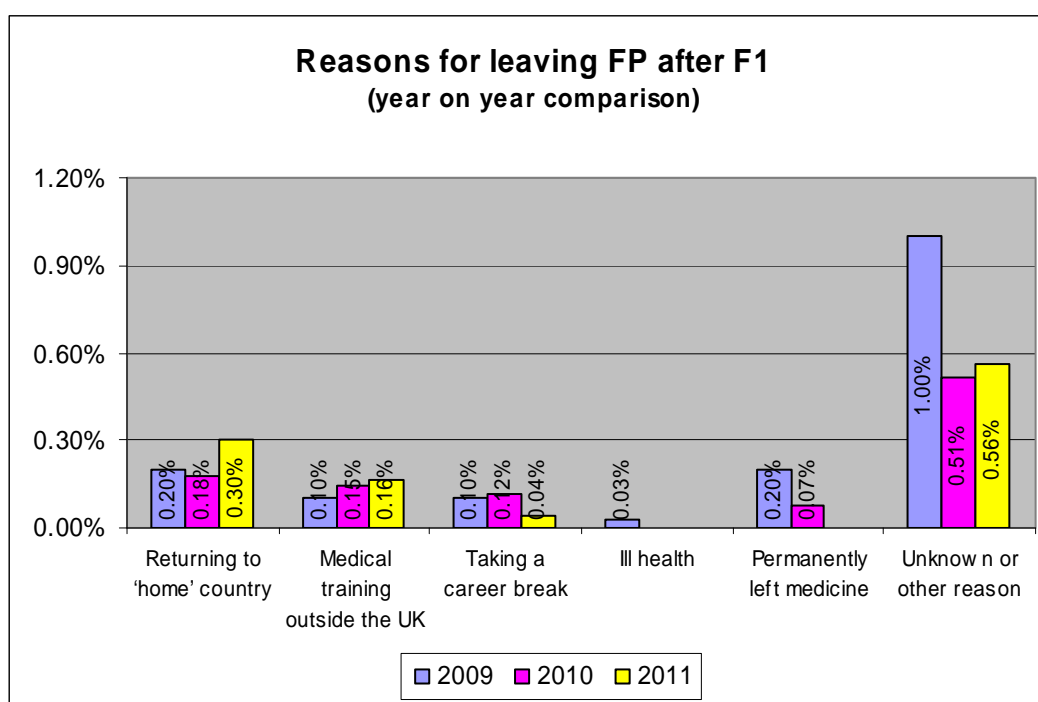
F1 doctors may leave the Foundation Programme after successfully completing their F1 year and gaining full GMC registration for a number of reasons. A total of 78 (1.1%) F1 doctors who successfully completed their F1 year in 2011 left the Foundation Programme. This compares to 72 (1.0%) in 2010. Table 17 shows the reasons why and numbers associated with each reason for 2011.

Table 17: Reasons for leaving the Foundation Programme after F1

Number of FS	Reason for leaving FP after F1	Std	AFP	Total
8	IMGs returning to 'home' country	21	1	22
9	Medical training outside the UK	12	0	12
3	Career break	3	0	3
0	Ill health	0	0	0
0	Permanently left medicine	0	0	0
11	Other outcome, leaving FP	33	0	33
4	Unknown outcome, leaving FP	8	0	8
	Total	77	1	78

Figure 9 shows the reasons for leaving the Foundation Programme after successfully completing the F1 year for 2009, 2010 and 2011 as a percentage of all foundation doctors in that year. There is no material difference year on year and the percentages leaving after a successful F1 year are small.

Figure 9: Reasons for leaving FP after F1 (year on year comparison)



F2 outcomes

In August 2011, 7,302 (96.4%) F2 doctors successfully completed their Foundation Programme and were signed off, with 276 (3.6%) not signed off. This compares to 96.8% signed off and 3.2% not signed off reported in 2010.

From the 25 foundation schools 6,913 doctors, who satisfactorily completed the programme in August 2011, provided information about their next career destination. This response rate of 95% compares favourably with 50% in 2009 and 76% in 2010.

From the known career destinations, 71.3% were appointed to specialty training in the UK. This figure is lower than reported in 2010 (83.1%) but may be more robust due to the higher response rate and improved quality of data. Table 18 shows the career destinations for F2 doctors completing standard FPs and AFPs.

Table 18: Career destinations for F2 doctors

Destinations for F2 doctors	Std FP	AFP	Total
ST in UK - run-through training programme	34.7%	22.5%	34.0%
ST in UK - core training programme	33.6%	39.9%	34.0%
ST in UK - academic programme	0.6%	15.9%	1.5%
ST in UK - FTSTA	1.1%	1.5%	1.1%
ST in UK - deferred for higher degree	0.1%	0.0%	0.1%
ST in UK - deferred for statutory reasons	0.5%	0.8%	0.5%
Sub-total for specialty training in UK	70.7%	80.6%	71.3%
LAT in UK	0.5%	0.0%	0.4%
ST outside UK	0.8%	1.5%	0.8%
Service appointment in UK	2.3%	1.8%	2.3%
Other appointment outside UK	7.6%	3.3%	7.4%
Still seeking in the UK	6.5%	3.6%	6.3%
Still seeking outside the UK	3.8%	1.8%	3.7%
Career break	4.7%	3.8%	4.6%
Permanently left profession	0.2%	0.0%	0.1%
Other	3.0%	3.6%	3.0%
Total signed off, known destination	100.0%	100.0%	100.0%

Reasons for not being signed off

There were 185 (2.5%) F1 doctors and 276 (3.6%) F2 doctors who were not signed off in August 2011. This compares to 2.2% of F1s and 3.2% F2s not signed off in 2010. The 25 foundation schools provided further details for 174 of the 185 F1 doctors who were not signed of in August 2011 and 269 of the 276 F2 doctors not signed off. Table 19 shows the breakdown of reasons for not being signed off in 2011.

Table 19: Reasons for not being signed off

No. FS responded	Reasons for not being signed-off	F1			F2		
		Std	AFP	Total	Std	AFP	Total
	Transferred to flexible training	16	2	18	36	4	40
	>4 weeks absence	55	1	56	101	1	102
	Remedial training agreed	53	1	54	57	3	60
	Dismissed following GMC referral	7	0	7	9	0	9
	Dismissed, no GMC referral	7	0	7	5	0	5
	Resigned	27	1	28	30	0	30
	Left programme, other reason	2	2	4	19	4	23
	Left programme, unknown reason	0	0	0	0	0	0
25	Total	167	7	174	257	12	269

A comparison of the reasons for not being signed off as a percentage of the total number of F1 doctors in the relevant schools for 2009, 2010 and 2011 is shown in Figure 10. The same information for F2 doctors is shown in Figure 11.

Figure 10: Reasons for not being signed off – F1 (year on year comparison)

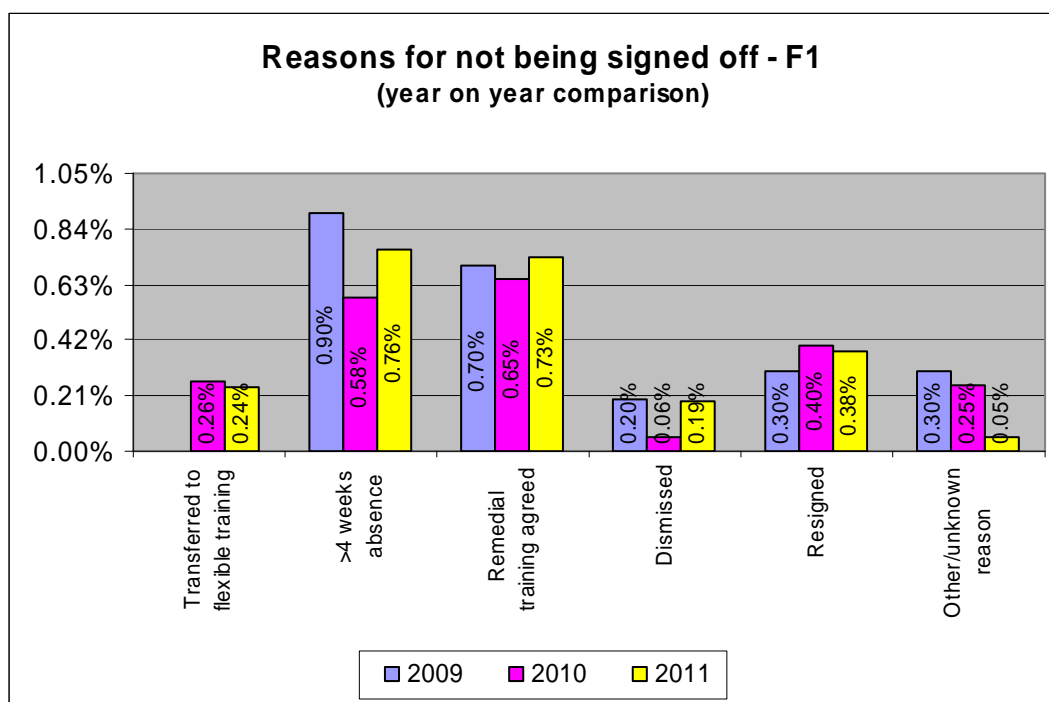
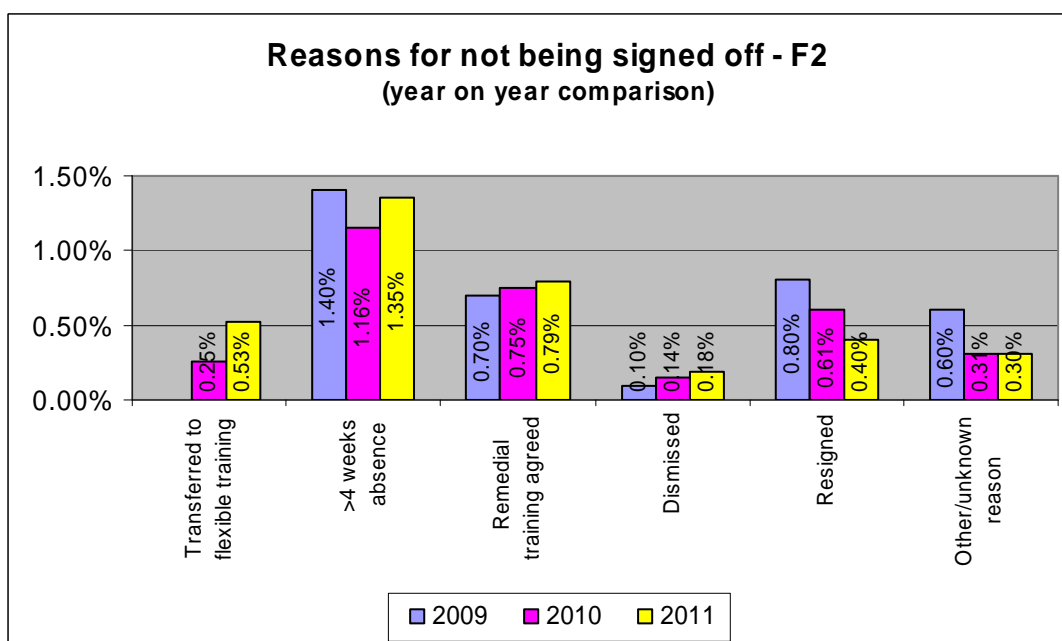


Figure 11: Reasons for not being signed off – F2 (year on year comparison)



Appeals against non-progression

All 25 foundation schools responded to the question regarding appeals process against non-progression for F1 and F2 (i.e. not being signed off at the end of the foundation year). Table 20 shows the number of appeals received and the number that were successful at the end of F1 and F2 in 2011. Three schools received appeals against non-progression at the end of F1 and five schools at the end of F2.

Table 20: Appeals against non-progression

No. FS responded	Appeals against non-progression	F1			F2		
		Std	AFP	Total	Std	AFP	Total
	Appeals received	4	0	4	8	1	9
	Decisions pending	0	0	0	2	1	3
	Unsuccessful appeals	2	0	2	5	0	5
25	Successful appeals	2	0	2	1	0	1

The comparison between 2009, 2010 and 2011 at the point in time when the report data is provided is shown in Table 21.

Table 21: Appeals against non-progression (year on year comparison)

Appeals against non-progression - year on year comparison	F1			F2		
	2009	2010	2011	2009	2010	2011
Appeals received	5	2	4	2	6	9
Decisions pending	1	0	0	0	1	3
Unsuccessful appeals	3	2	2	2	2	5
Successful appeals	1	0	2	0	3	1

Note: The numbers for 2009 are from 20 foundation schools who reported the data that year. The numbers for 2010 and 2011 are from 25 foundation schools.

Foundation doctors in difficulty

This section refers to the doctors being monitored under the foundation schools' doctors in difficulty policies and processes. It does not include those doctors that required additional support that could easily be provided by the foundation school director and/or the foundation training programme director/tutor.

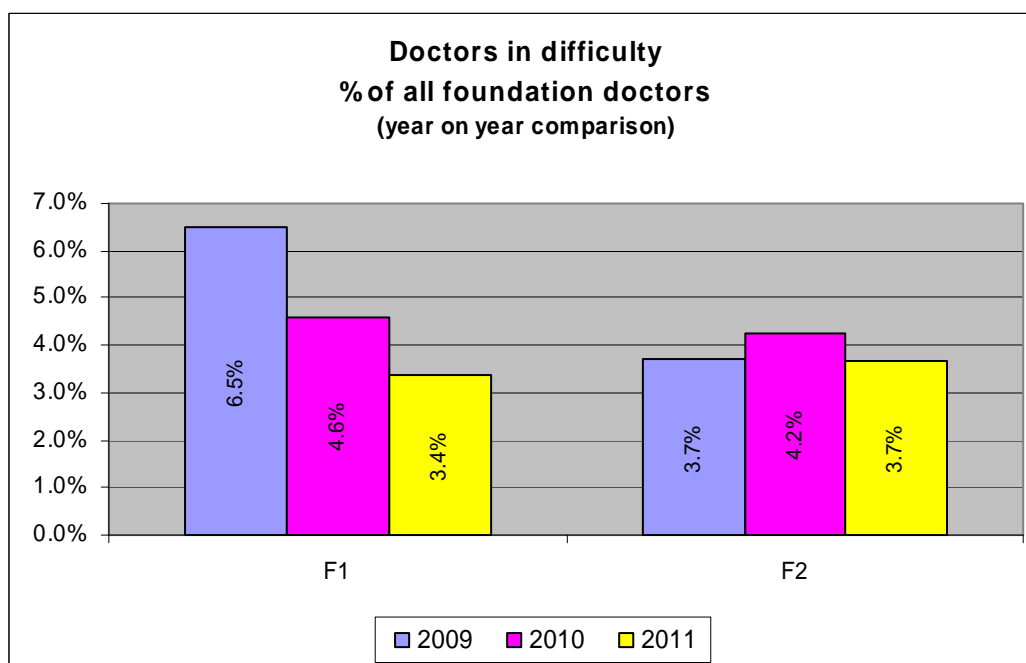
All 25 foundation schools provided details of foundation doctors being monitored under their doctors in difficulty policy. A total of 248 F1s and 276 F2s were monitored, with 6 of the F1s and 12 of the F2s being in Academic Foundation Programmes as shown in Table 22.

Table 22: Doctors in difficulty

No. FS responded	Doctors in difficulty	F1		F2	
		No.	%	No.	%
	Standard FP	242	97.6%	264	95.7%
	Academic FP	6	2.4%	12	4.3%
25	Total	248		276	

In 2009, the number of doctors in difficulty was reported as 404 F1s and 291 F2s from 18 foundation schools that provided the data. In 2010, 25 foundation schools reported 266 F1s and 311 F2s. To show a year on year comparison, the number of doctors in difficulty has been calculated as a percentage of the total number of doctors in the relevant foundation schools. Figure 12 shows the year on year comparison.

Figure 12: Doctors in difficulty (year on year comparison)



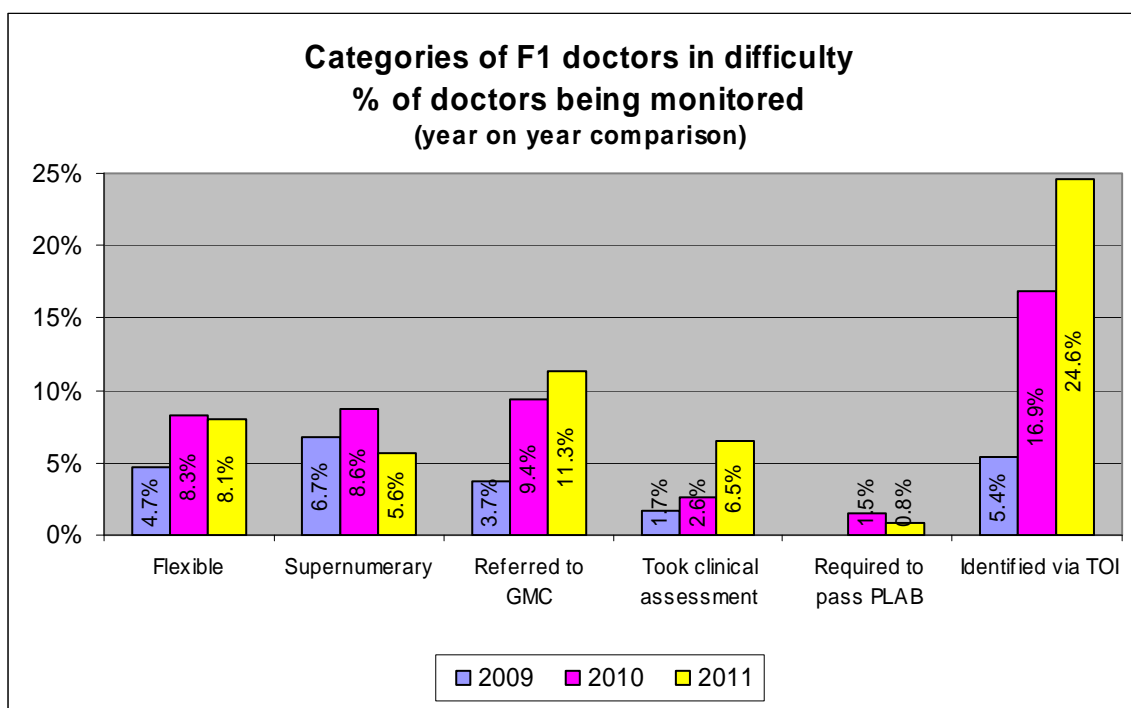
The foundation schools were also asked to provide information about the number of foundation doctors being monitored who were training flexibly (either in job shares or supernumerary) and those who were in other supernumerary posts. We also asked how many of the F1 doctors being monitored were identified during the transfer of information (TOI) process as having potential difficulties, how many of them were referred to the GMC, how many of them undertook a national clinical assessment and how many were required to pass PLAB as part of the recruitment process. Table 23 shows these results. An individual foundation doctor may be included in more than one category (e.g. one doctor may be training flexibly but also have been required to take a clinical assessment).

Table 23: Categories of foundation doctors in difficulty

Number of FS	Category of foundation doctors in difficulty	F1	F2
13	Flexible	20	25
6	Supernumerary	14	7
15	Referred to GMC	28	30
5	Took clinical assessment	16	11
5	Required to pass PLAB	2	12
11	Identified via TOI from med school	61	

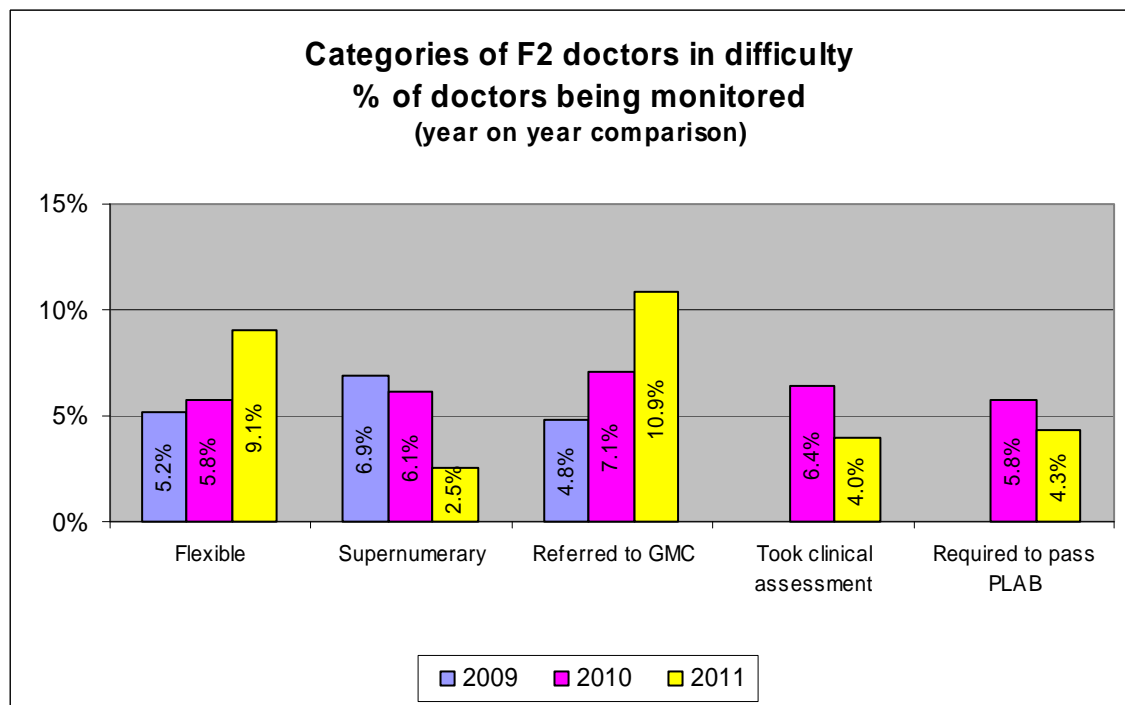
Figure 13 shows these numbers represented as a percentage of the total F1 doctors being monitored for 2009, 201 and 2011. As with last year, it is encouraging to see a large increase in the percentage who were identified as having potential problems on the Transfer of Information form from their medical school year on year.

Figure 13: F1 doctors in difficulty by category (year on year comparison)



The same information for F2 doctors in difficulty is shown in Figure 14.

Figure 14: F2 doctors in difficulty by category (year on year comparison)



Place of qualification for doctors in difficulty

Table 24 gives a breakdown of the place of qualification for foundation doctors being monitored.

Table 24: Place of qualification for foundation doctors in difficulty

No. FS responded	Place of qualification of doctors in difficulty	F1	F2
	UK med school	220	223
	EEA med school (excl UK)	11	19
	Non-EEA med school	17	32
	Unknown medical school	0	2
25	Total	248	276

These numbers are represented as a percentage of the total number of F1 doctors being monitored in Figure 15. The same information is shown for F2s in Figure 16.

Figure 15: Place of qualification for F1 doctors in difficulty (year on year comparison)

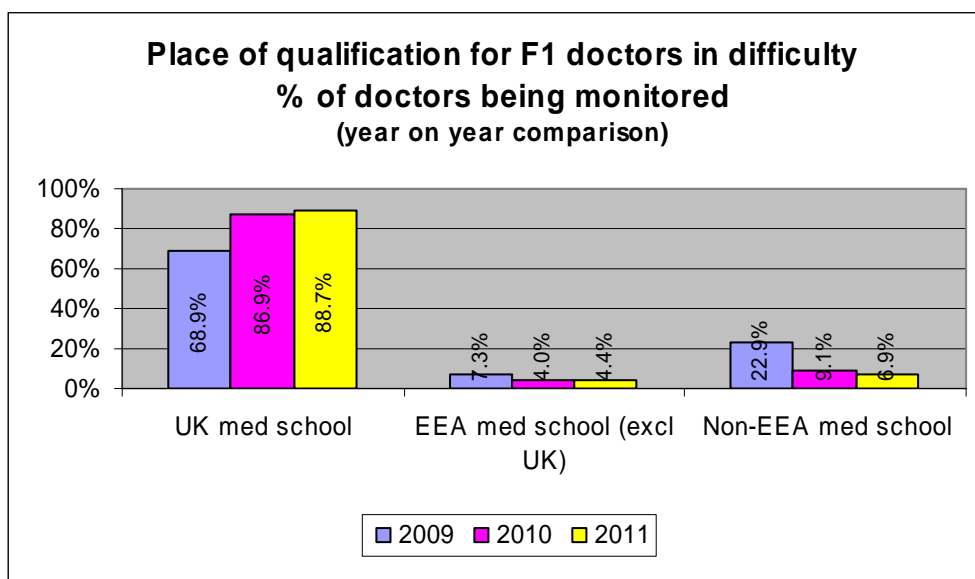


Figure 16: Place of qualification for F2 doctors in difficulty (year on year comparison)

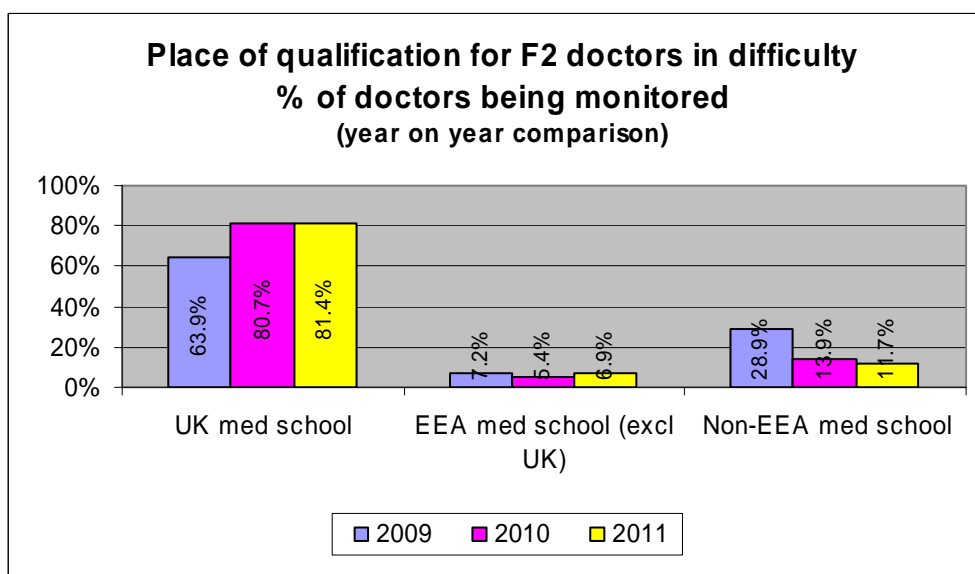


Table 25 presents the number of F1 doctors in difficulty graduating from UK, EEA or non-EEA medical schools as a proportion of the total number of doctors for each category for F1 ending in August 2010 and August 2011 (this information was not recorded in the 2009 report).

Table 25: Place of qualification and percentage F1 monitored (year on year comparison)

No. FS responded	Place of qualification (F1 doctors)	% being monitored	
		2010	2011
25	UK med school	3.4%	3.1%
25	EEA med school (excl. UK)	9.9%	14.1%
25	non-EEA med school	11.4%	6.7%

Main area of concern for doctors in difficulty

The domains of the GMC's *Good Medical Practice* were used to describe the main area of concern. All 25 foundation schools provided this data as shown in Table 26. The most common main area of concern for both F1 doctors and F2 doctors was their personal health, which is the same domain that was shown as the main area of concern for 2009.

Table 26: Main area of concern for foundation doctors in difficulty

No. FS responded	Main area of concern (GMC domain) for doctors being monitored	F1	F2
	Good Clinical Care	29	43
	Maintaining Good Medical Practice	20	38
	Teaching and Training, Appraising & Assessing	37	31
	Relationships with Patients	3	1
	Working with Colleagues	14	13
	Probity	18	25
	Health	127	125
25	Total	248	276

Figure 17 shows the year on year comparison for F1 doctors being monitored by domain. The percentage is shown as a proportion of the total number of doctors being monitored. Figure 18 shows the same data for F2s.

Figure 17: Main area of concern for F1 doctors in difficulty (year on year comparison)

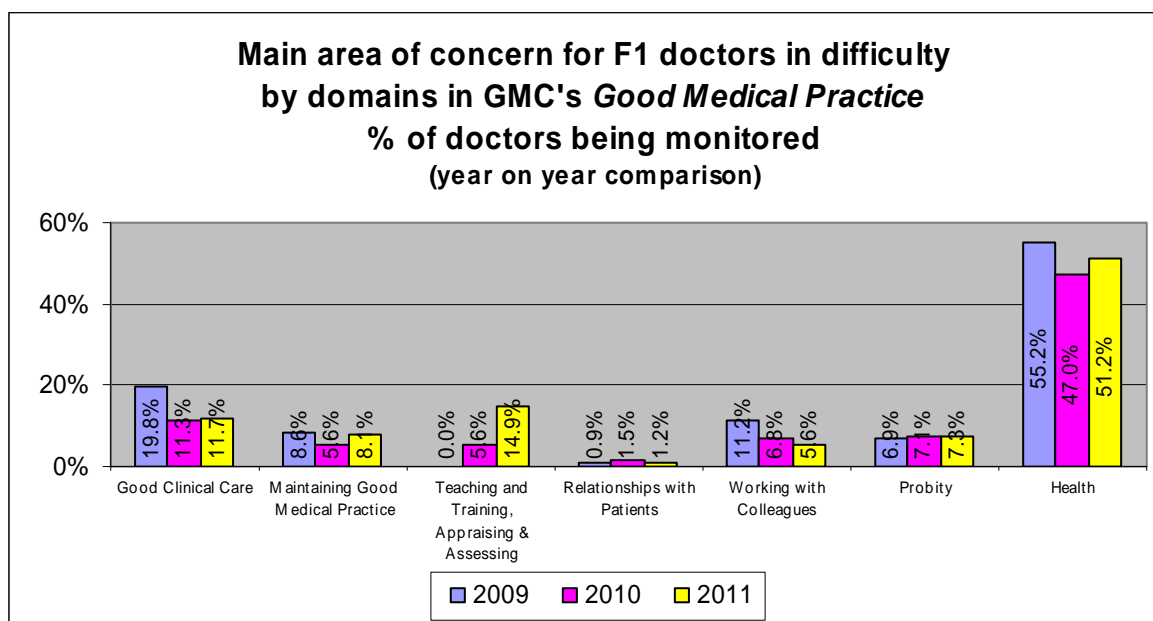
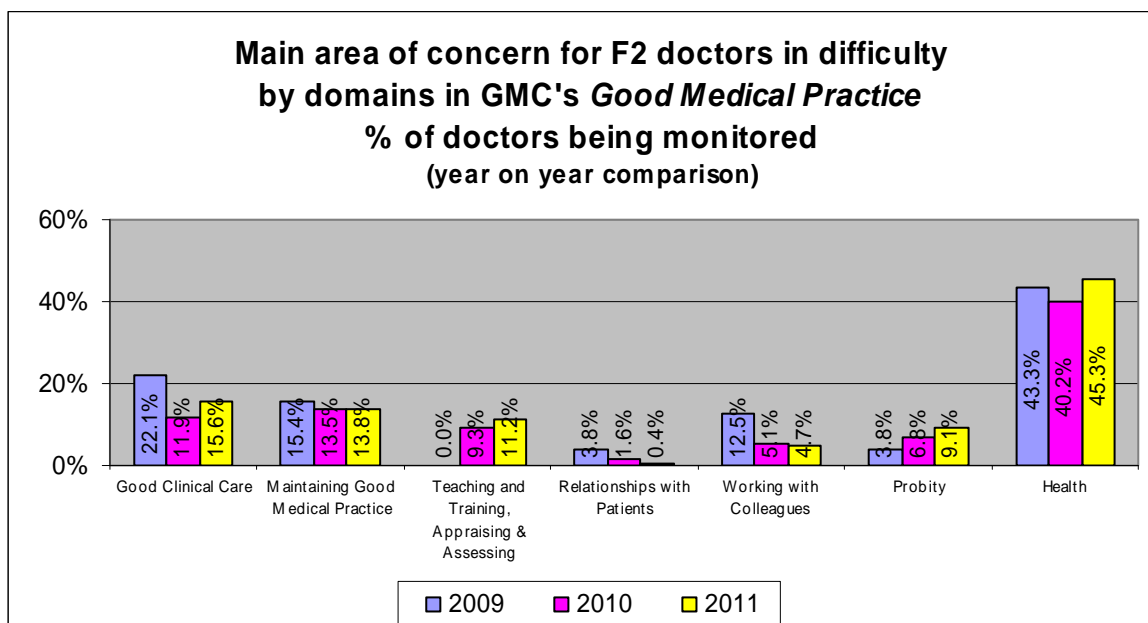


Figure 18: Main area of concern for F2 doctors in difficulty (year on year comparison)



Outcomes for foundation doctors in difficulty

The outcome for doctors in difficulty during their foundation training remains optimistic, with 72.6% of the F1s and 76.1% of the F2s being signed off by the original end date of their foundation year or by an agreed, extended end date. The range of outcomes for doctors being monitored is shown in Table 27.

Table 27: Outcomes for foundation doctors in difficulty

No. FS responded	Outcome for doctors being monitored	F1	F2
	Signed off, original date	102	91
	Expect sign-off, revised date	78	119
	Sign-off not expected	21	31
	Dismissed	12	11
	Resigned	17	11
	Other	18	13
25	Total	248	276

The outcomes for F1 doctors being monitored are illustrated in Figure 19 as a percentage of the total number of doctors being monitored during the year for 2009, 2010 and 2011. The same information for F2s is shown in Figure 20.

Figure 19: Outcomes for F1 doctors in difficulty (year on year comparison)

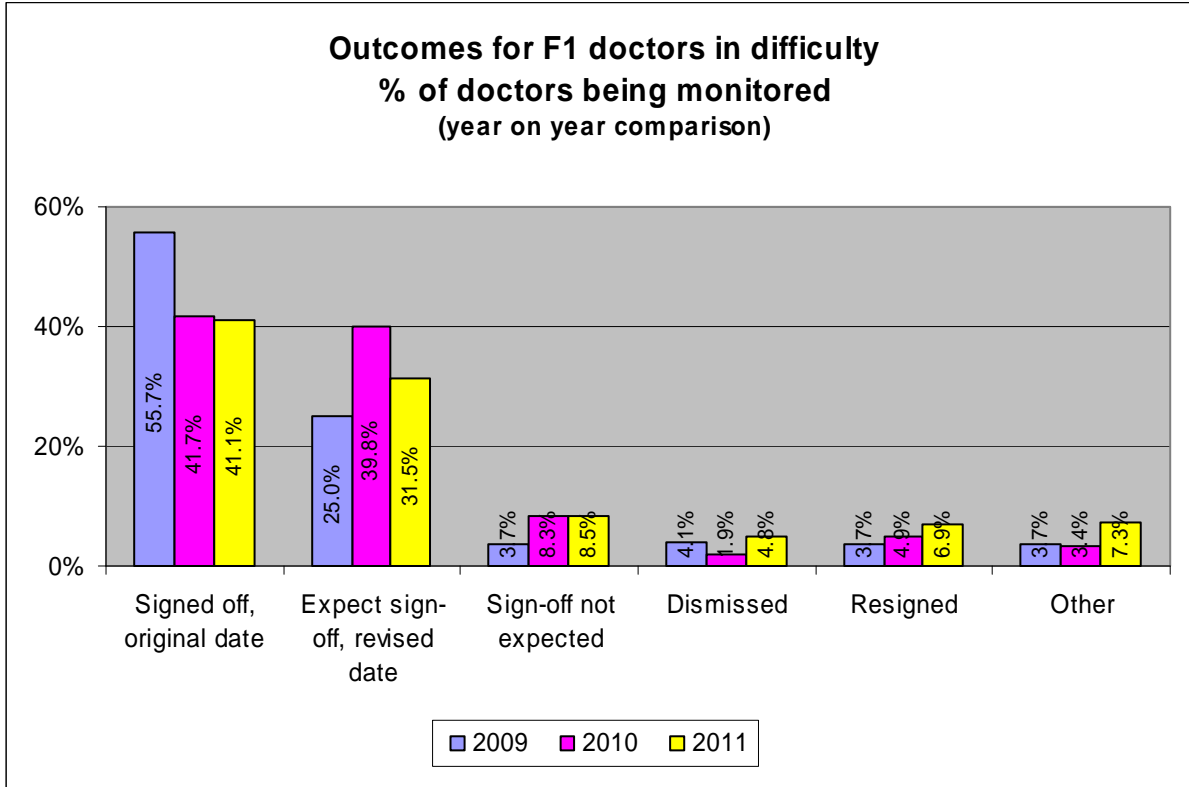
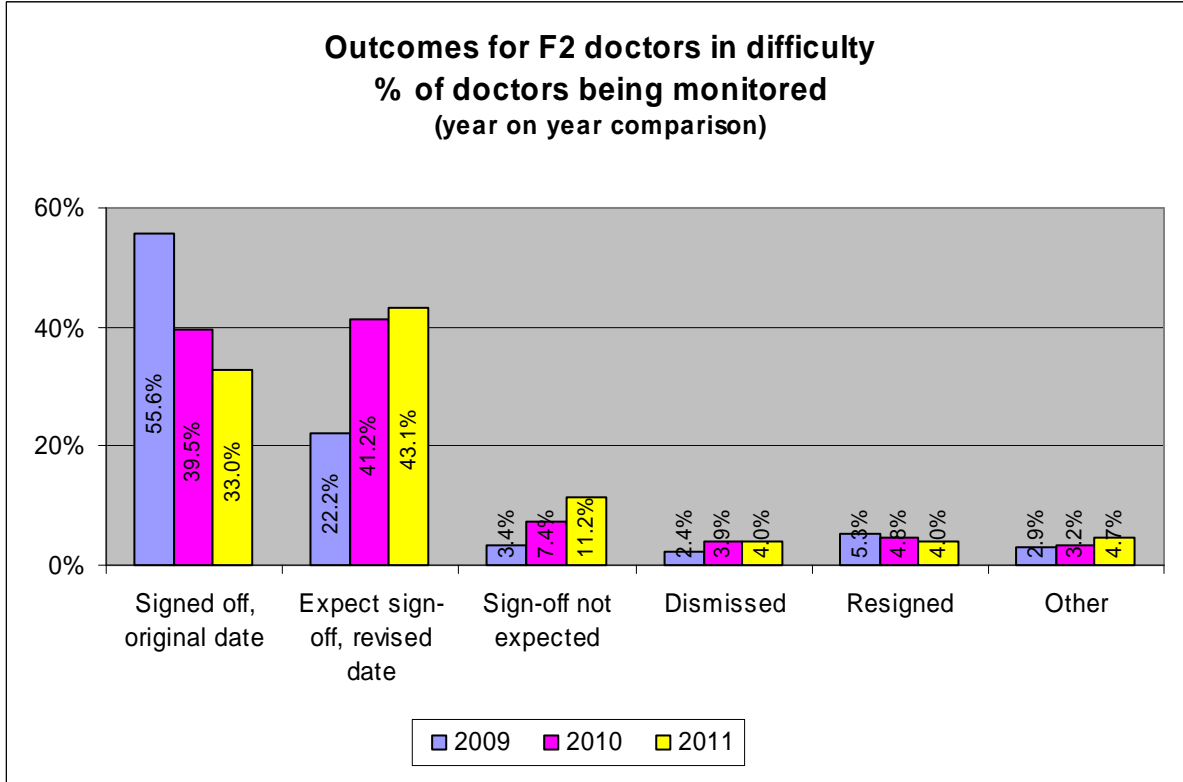


Figure 20: Outcomes for F2 doctors in difficulty (year on year comparison)



GMC referrals

There were 30 F1 doctors and 25 F2 doctors referred to the GMC for consideration of their fitness to practise across the 25 foundation schools. Table 28 shows the reasons for the GMC referrals.

Table 28: Fitness to practise referrals to the GMC

No. FS responded	Reason for GMC referrals	F1	F2
	Performance	10	8
	Misconduct	15	16
	Health	5	1
25	Total	30	25

F1 referrals account for 0.4% of all F1 doctors and F2 referrals account for 0.3% of all F2 doctors in foundation training ending August 2011. The comparison with 2009 and 2010 is shown in Table 29.

Table 29: Doctors referred to the GMC (year on year comparison)

Foundation year	Referred to GMC		
	2009	2010	2011
F1	0.1%	0.2%	0.4%
F2	0.2%	0.1%	0.3%

Section 4 – RECRUITMENT

This section relates to the foundation year commencing in August 2011 and ending in August 2012.

National and local recruitment of F1 doctors

Foundation schools and Units of Application

For the purposes of the academic and national application rounds, some foundation schools combine to form a single Unit of Application (UoA). During the national application process for the Foundation Programme commencing in August 2011 (FP 2011), there were 25 foundation schools but 21 UoAs. For the academic recruitment round for AFP 2011 there were 17 UoAs. The information in this report is shown at foundation school level and not UoA.

Recruitment to AFP 2011 was managed locally, but ran to a nationally coordinated timetable with a single date for issuing offers to applicants, and a national deadline for these initial offers to be accepted or rejected. Any unfilled places were then offered to reserve list applicants by each UoA. The academic recruitment round was completed before the national application process commenced. Twenty-one schools reported they filled 445 AFP places by August 2011. Any unfilled AFP places were incorporated into the national round.

Prior to the opening of the national application period, the UKFPO's Eligibility Office assessed the eligibility of 1,605 non-UK applicants or applicants who qualified from medical school prior to August 2009. Of those, 186 were fully eligible to apply for FP 2011 and 425 were eligible but did not have the right to work in the UK.

As part of the academic and national application processes, any graduate from a non-UK medical school and any applicant who qualified more than two years prior to the start of the Foundation Programme they are applying for, must undertake a clinical skills assessment. Of the 112 applicants who undertook clinical skills assessments, 88 passed and 24 failed including two UK graduates.

Applicants in the national application process may request pre-allocation to a particular foundation school if they meet one or more of the specified criteria (known as special circumstances). For FP 2011 a total of 241 requests for pre-allocation were approved. The categories for the 241 pre-allocation approvals were: parent or guardian of a child under 18 (66%), primary carer for someone who is disabled (12%), applicant has a health condition which requires local follow-up (15%), applicant requires local educational support (6%), unknown or unrecognised criteria (1%).

There were 7,073 vacancies advertised on the on-line system for the national application process for FP 2011 and 7,893 applications submitted. Of these, 7,253 applicants were fully eligible. Of the remaining 640 applicants, 425 were eligible but needed work permits and 215 were withdrawn prior to allocation for a range of reasons.

The top scoring applicants were allocated to places through the initial allocation, with 180 applicants being placed on the reserve list for inclusion in further batch allocations. Each year a number of doctors who are allocated through the national process are withdrawn subsequently and are not appointed. Allocated applicants may be withdrawn for a number of reasons, e.g. they do not pass local pre-employment checks or fail their final exams.

In addition to the vacancies filled through the academic and national processes, 59 doctors were appointed to Defence Deanery foundation programmes.

At the end of both the academic and national application processes for FP2011, all foundation schools had been allocated sufficient applicants to fill all F1 places.

The majority of F1 doctors are appointed through the academic recruitment round or after having been allocated to a foundation school through the national application process. Any vacancies arising due to applicants being withdrawn are filled via local recruitment. National guidance states that these subsequent vacancies should be advertised only as one-year LAS posts requiring full GMC registration.

Table 30 shows the number of F1 doctors appointed following national allocation, via the academic recruitment round and via local recruitment.

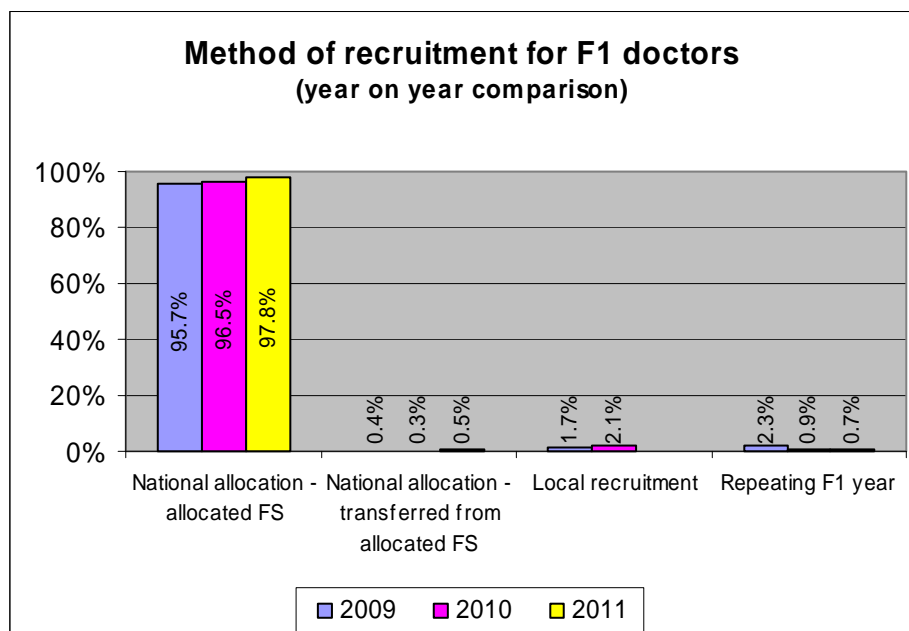
Table 30: Recruitment of F1 doctors

Number of FS	Recruitment method	Total
25	National allocation - allocated FS	6,808
25	National allocation - transferred from allocated FS	33
25	Academic recruitment - two year AFP	445
25	Training part-time, recruited previous year	30
0	Repeating F1 year	52
4	Other*	74
	Total	7,442

* includes military appointments, deferred start and supernumerary part-time trainees

Figure 21 shows a year on year comparison of the recruitment of F1 doctors. The number of doctors recruited to AFPs and those included in the 'other' category are excluded as this data was not collected in 2009.

Figure 21: Method of recruitment for F1 doctors (year on year comparison)



Appointment of F2 doctors

There is no national process associated with F2 recruitment and so any F2 vacancies are filled via local recruitment processes at each foundation school. All 25 foundation schools provided details of how their F2 doctors were appointed for training commencing in August 2011.

Table 31 shows that 6,513 (85.6%) F2 doctors started the second year of a two year programme in the same foundation school, with 189 (2.5%) transferring to a different foundation school at the end of their F1 year. Those starting the second year of an Academic Foundation Programme accounted for 408 (5.4%) of F2 doctors. A total of 81 (1.1%) F2 places were filled by doctors needing to repeat all or part of their F2 year.

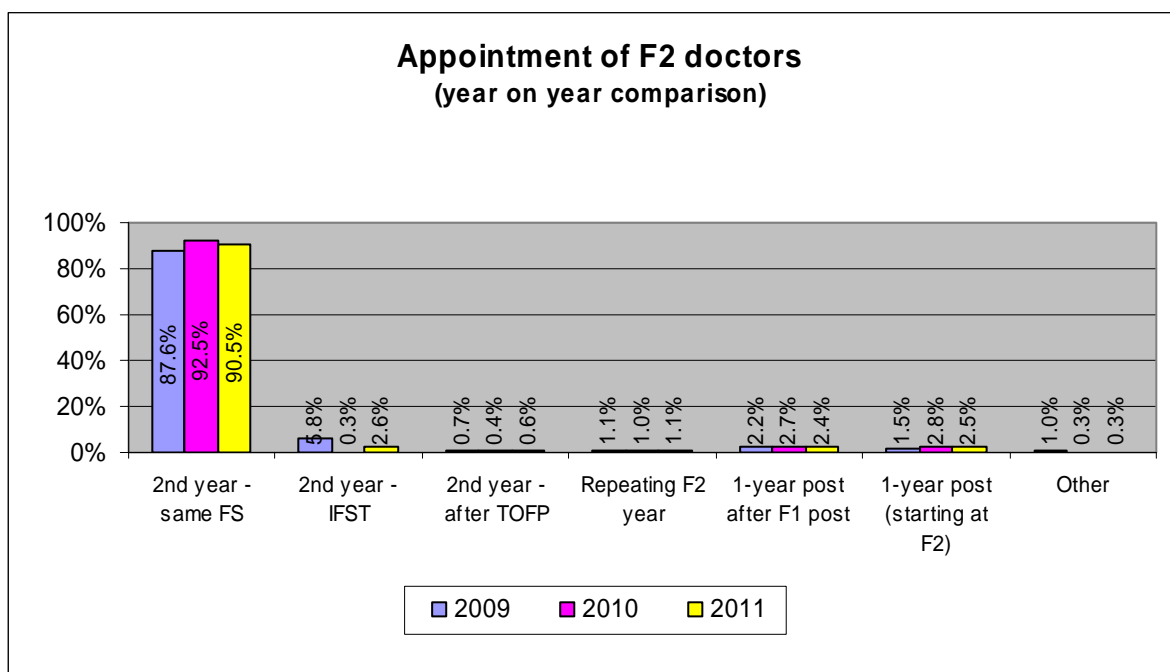
Where foundation schools recruited locally to fill F2 vacancies, 171 (2.2%) doctors were recruited having completed a one year F1 post and 178 (2.3%) entered the Foundation Programme at F2 level.

Table 31: Appointment of F2 doctors

No. FS responded	Recruitment method for F2 doctors	Total
	Starting year 2 of two year programme - same FS	6,513
	Starting year 2 of two year programme - IFST	189
	Starting year 2 - returning from approved TOFP	43
	Starting year 2 of two year AFP	408
	Repeating F2 year	81
	Local recruitment - one year post (completed F1 post)	171
	Local recruitment - one year post (starting at F2 level)	178
	Other	24
25	Total	7,607

Figure 22 shows the percentage of F2 doctors appointed by the different methods for 2009, 2010 and 2011. The percentages have been calculated excluding AFP doctors since this data was not collected for 2009.

Figure 22: Appointment of F2 doctors (year on year comparison)



Place of qualification

The majority of doctors starting the Foundation Programme each year are recruited after being allocated through the national application process. Medical students from around the world are able to apply to the Foundation Programme each year, provided they meet all eligibility criteria. Figure 24 shows the place of qualification for F1 doctors allocated through the national application process and who went on to start the Foundation Programme in August 2011. Data were provided by all 25 foundation schools. These data exclude doctors recruited via the academic recruitment round or through local recruitment processes.

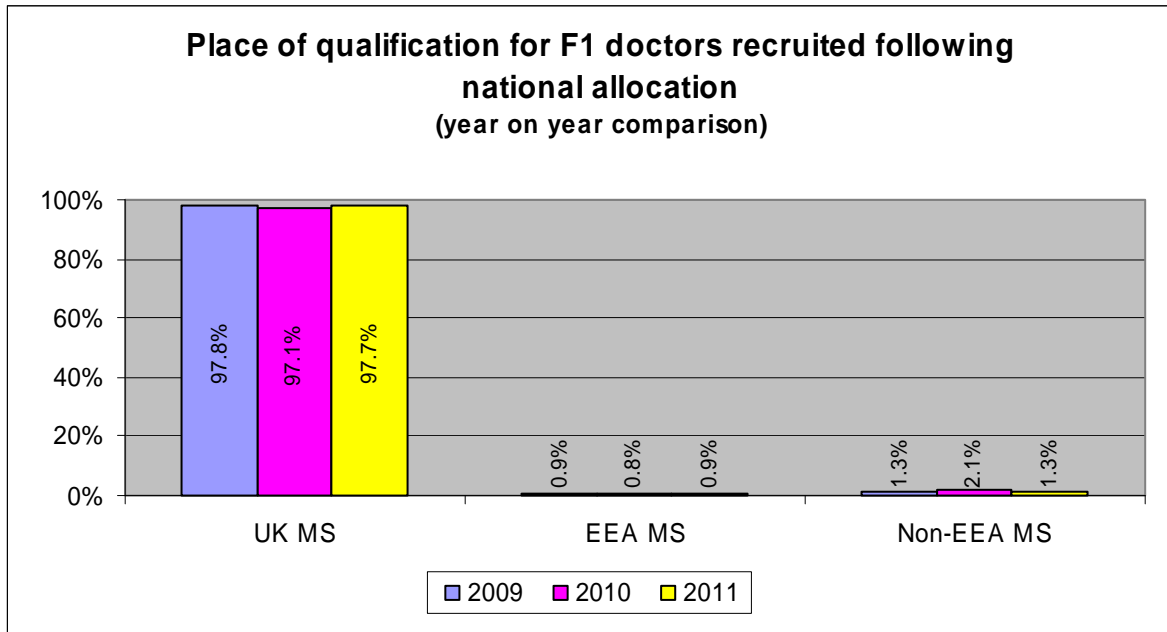
The data show that the majority (97.7%) of F1 doctors qualified at a UK medical school. Of the remaining appointees, 0.9% qualified at an EEA medical school (excluding the UK) and the remaining 1.3% qualified from a non-EEA medical school.

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The figures do not necessarily match the percentage split for place of qualification for the total number of applicants allocated to foundation schools during the FP 2011 recruitment round. This is because some allocated applicants will not have started their Foundation Programme due to a variety of reasons as mentioned previously.

Figure 23 shows a year on year comparison for the percentage of appointees who qualified from each category of medical school.

Figure 23: Place of qualification for F1 doctors (year on year comparison)



Appendix 1 - Academic Foundation Programme

For purposes of this report, the Academic Foundation Programme (AFP) includes those associated with research, medical education, management and leadership, pharmaceutical and e-learning placements. This section of the report refers to the foundation training year starting in August 2010 and ending in August 2011.

Number of Academic Foundation Programme places

Of the 25 UK foundation schools, 18 reported AFP places at F1 and 24 schools reported AFP places at F2 level. Across these schools a total of 364 F1 places and 461 F2 places (two year programmes plus one year posts) were available, with a total of 359 F1 and 457 F2 places being filled. As with the last two years, the majority (77.3%) of AFPs were in research.

Tables 32 and 33 show the number of AFP places available and filled, split by the type of programme, with the number of foundation schools offering each category for F1 and F2 respectively.

Table 32: AFP places available and filled by category (F1)

Number of FS	Category of Academic Foundation Programme	F1 - part of 2-year programme	
		Available	Filled
21	Research	296	292
8	Medical education	14	13
1	Management / leadership	0	0
4	Other programmes	54	54
	Total	364	359

Table 33: AFP places available and filled by category (F2)

Number of FS	Category of AFP	F2 - part of 2-year programme		F2 - stand-alone posts		F2 Total	
		Available	Filled	Available	Filled	Available	Filled
21	Research	324	321	18	18	342	339
8	Medical education	43	42	10	10	53	52
1	Management / leadership	14	14	0	0	14	14
4	Other programmes	49	49	3	3	52	52
	Total	430	426	31	31	461	457

Figure 24 shows the total number of AFP places available across both foundation years and the percentage of places filled for each category.

Figure 24: AFP places available and % filled (F1 and F2)

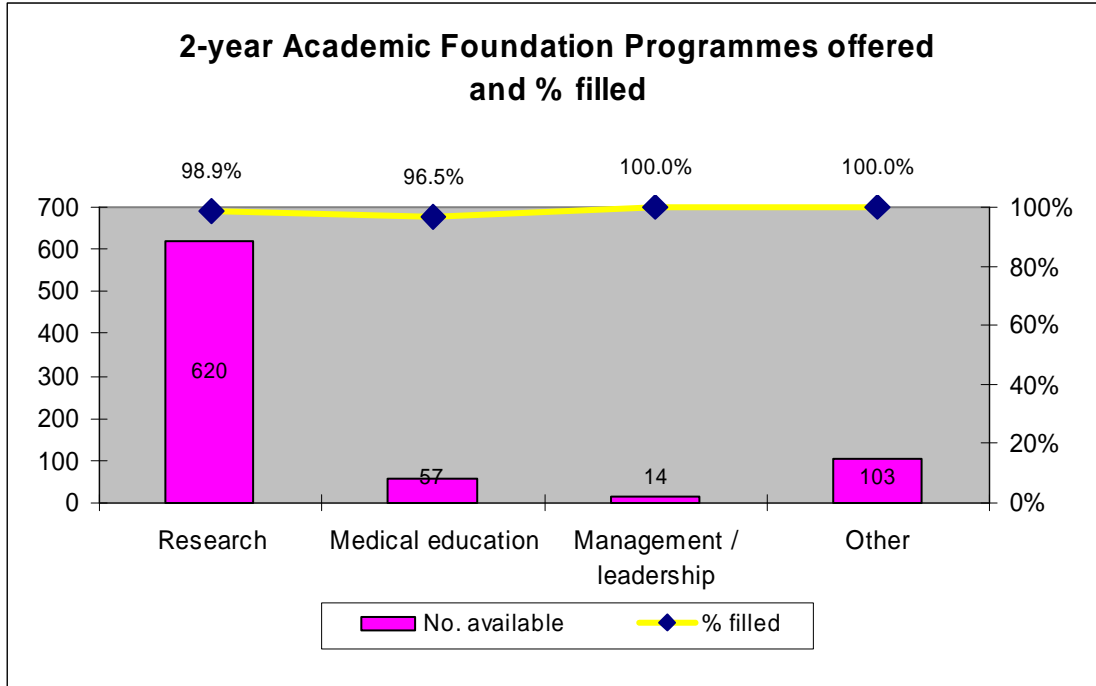


Figure 25 shows the number of each category of AFP as a percentage of the total number of AFP places offered across both foundation years. Figure 26 gives the year on year comparison.

Figure 25: Percentage categories of AFP

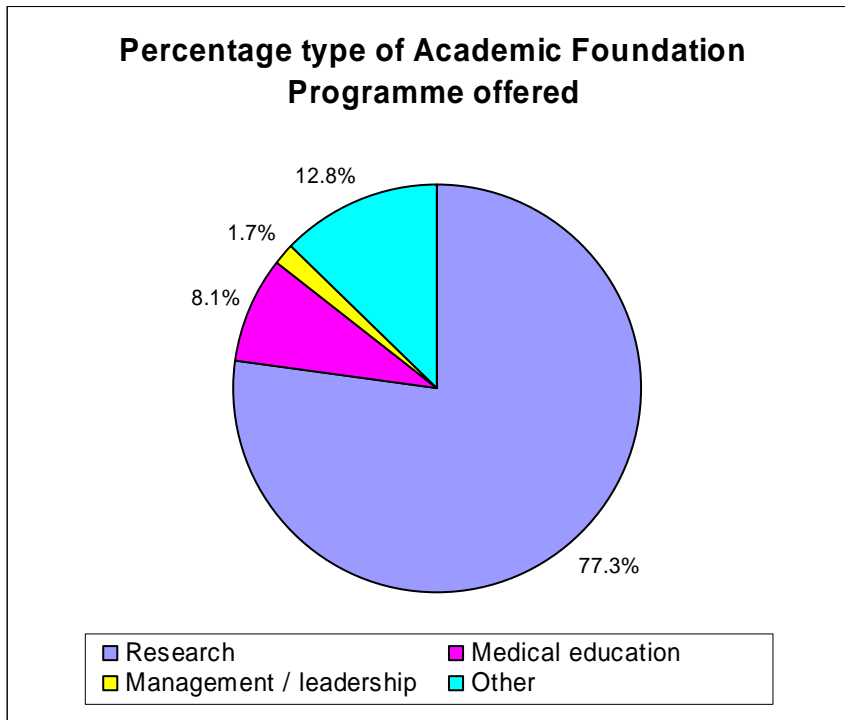
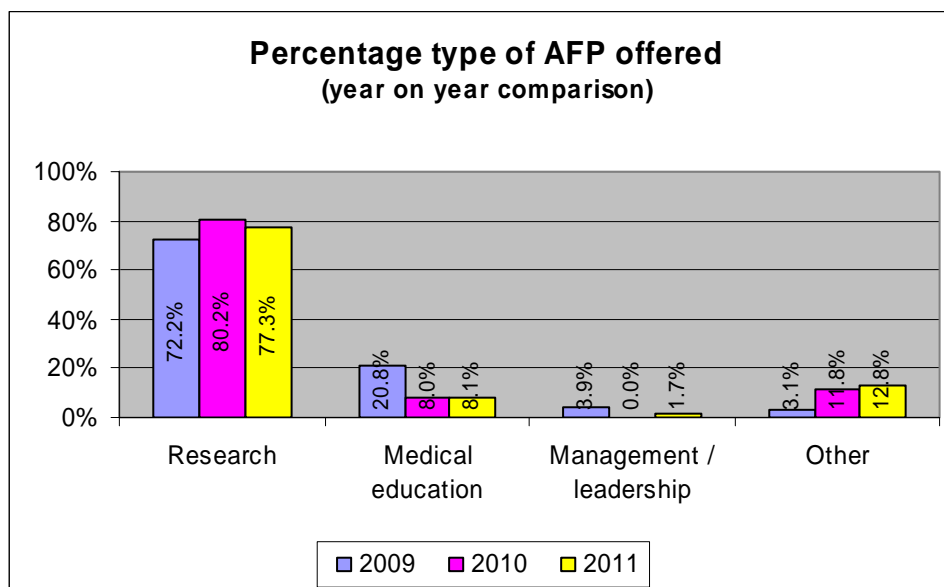


Figure 26: Percentage AFP categories (year on year comparison)



Unfilled Academic Foundation Programme places

A total of five F1 and four F2 places remained unfilled at the start of the Academic Foundation Programme in August 2010. The reasons for these gaps are shown in Table 34. Some additional AFP vacancies were filled as standard Foundation Programme places and have not been included in these numbers.

Table 34: Reasons for unfilled AFP places

Reasons for unfilled AFP places in August 2010	AFP year	
	F1	F2
Not filled during national or local recruitment	3	4
Appointee resigned too late to find a replacement	2	0
Total	5	4

The unfilled places accounted for 1.4% of all F1 AFP places and 0.9% of F2 AFP places. This compares to 2.2% and 3.0% respectively in 2010 and 7.7% and 9.3% respectively in 2009.

Academic Foundation Programme outcomes

All 18 foundation schools with AFPs at F1 level provided information regarding the next career destination for F1 doctors in AFPs. From the 18 schools, a total of 352 (98.1%) F1s in AFPs successfully completed their F1 year, with 7 (1.9%) doctors not being signed off. Table 35 shows the outcomes for those successfully completing their AFP F1 year.

Table 35: Destinations for AFP F1 doctors

Destination for AFP F1 doctors	No.	%
F2 in the same foundation school	342	95.3%
F2 in a different foundation school - IFST	8	2.2%
Stand-alone F2 in a different foundation school	1	0.3%
Other destination, continuing with FP	1	0.3%
Total	352	98.1%

All 24 foundation schools with AFPs at F2 level provided information regarding the career destinations and outcomes for foundation doctors completing their AFP F2 year in August 2011. The 24 schools reported that a total of 426 (97.2%) AFP F2 doctors were signed off at the end of their F2 year, with 12

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(2.7%) doctors not being signed off. Of the known career destinations 80.6% of doctors successfully completing an AFP were appointed to specialty training in the UK. This compares with 71.3% of doctors completing standard foundation training. When considering appointments to an academic specialty training programme, 15.9% of those from AFPs secured places with just 0.6% of those from standard FPs. Table 36 shows the career destinations reported.

Table 36: Career destinations for AFP F2 doctors

Destinations for AFP F2 doctors	No.	%
ST in UK - run-through training programme	88	22.5%
ST in UK - core training programme	156	39.9%
ST in UK - academic programme	62	15.9%
ST in UK - FTSTA	6	1.5%
ST in UK - deferred start for higher degree	0	0.0%
ST in UK - deferred start for statutory reasons	3	0.8%
Sub-total for specialty training in UK	315	80.6%
LAT in UK	0	0.0%
ST outside UK	6	1.5%
Service appointment in UK	7	1.8%
Other appointment outside UK	13	3.3%
Still seeking in the UK	14	3.6%
Still seeking outside the UK	7	1.8%
Career break	15	3.8%
Permanently left profession	0	0.0%
Other*	14	3.6%
Total signed off, known destinations	391	100.0%

Academic foundation doctors not signed off

For the academic foundation year ending in August 2011, seven doctors were not signed off at the end of AFP F1 and 12 were not signed off at the end of AFP F2. Table 37 shows the reasons for doctors (F1 & F2) not being signed off at the end of their AFP year.

Table 37: Reasons for AFP doctors not being signed off

No. FS responded	Reasons for not being signed-off	F1	F2
		AFP	AFP
	Transferred to flexible training	2	4
	>4 weeks absence	1	1
	Remedial training agreed	1	3
	Dismissed following GMC referral	0	0
	Dismissed, no GMC referral	0	0
	Resigned	1	0
	Left programme, other reason	2	4
	Left programme, unknown reason	0	0
24	Total	7	12

Academic recruitment AFP 2011

This section refers to the AFP year commencing in August 2011. Twenty-two foundation schools appointed a total of 445 F1 doctors to the two-year Academic Foundation Programme. Twenty foundation schools reported that a total of 408 F2 doctors were starting the second year of a two year AFP in August 2011. Four schools reported no AFP F2 doctors in the recruitment section of the report but included AFP places at F2 level in other sections.