Foundation Programme Annual Report 2009

National (UK) Summary

Report No. 1
December 2009

CONTENTS

EXECUTIVE SUMMARY

The results from the first Foundation Programme Annual Report provide information never before available at a national level. This information will assist in policy development at all levels. Having the national picture may trigger more questions than the data answers, but the intention is that additional questions may be included in next year's report. The most meaningful results from the annual report will be evident when year on year comparisons can be made.

Foundation schools

There are 25 foundation schools across the UK. The number of Foundation Programmes under their auspices ranges from 73 to 812 at F1 and from 67 to 787 at F2.

Two foundation schools employ a full-time foundation school director (FSD), with the average being 0.5 FTE. The majority of FSDs continue with part-time clinical work. Thirteen foundation schools employ at least one full-time foundation school manager (FSM), with the average being 0.9 FTE. On average, there is 0.5 of a day per week of FSD time allocated to every 100 foundation doctors and 1.25 days per week of FSM time.

On average, 95% of F1 places and 91% of F2 places comprising two-year programmes were filled at the beginning of August 2009. An additional 3% of F1 and 6% of F2 places were filled by doctors in one-year posts. Just 2% of F1 and 3% of F2 places remained unfilled at the start of August.

Becoming a foundation doctor

Slightly more than half (55%) of the foundation schools who responded match applicants to full two-year rotations before the start of their Foundation Programme.

Nearly 40% of UK medical school graduates do not start foundation training in the foundation school associated with the medical school from which they graduated. Given that over 90% of applicants are allocated to their first choice foundation school, it can be deduced that almost a third of applicants select a non-local foundation school as their first preference. Just over 2% of F1 doctors starting the Foundation Programme in August 2009 after having been allocated through the national process graduated from a medical school outside the UK.

The national recruitment process accounted for 96% of F1 doctors starting the Foundation Programme in August 2009. The rest were recruited locally.

The majority (88%) of F2 doctors in August 2009 were starting the second year of a two-year programme in the same foundation school, with an additional 6% starting the second year having either transferred from a different foundation school or returned after approved time out of Foundation Programme.

There are 49 F1 and 83 F2 doctors training flexibly across 19 foundation schools. Supernumerary foundation doctors numbered 33 in F1 and 40 in F2 across 18 foundation schools. A foundation doctor may be both supernumerary and undertaking flexible training.

Previous analysis of national recruitment data has indicated that there are more women (62%) entering foundation training than men (38%). In contrast, there are 51% women and 49% men in academic Foundation Programmes.

The learning environment

All 25 foundation schools offer Foundation Programmes comprising the recommended 3 x 4 month placements, but there are other configurations used as well such as 2 x 6 months or 4 x 3 months.

Foundation doctors experience a range of specialties in the Foundation Programme; with the highest level of training opportunities being in general surgery (31%), general (internal) medicine (24%), and geriatric medicine (9%) during the F1 year. During the F2 year, the most common training opportunities were: emergency medicine (19%), general practice (16%) and general (internal) medicine (12%).

The percentages are calculated using the total number of training experiences available, which does not equate to the number of Foundation Programme placements since many placements cover more than one specialty.

Over half (58%) of foundation schools only allow specialty tasters, usually comprising a week in another specialty, to be undertaken during F2. 68% of schools indicated that tasters are instigated by a request from a foundation doctor and then organised by the local education provider.

Taster experiences were taken up primarily in anaesthetics and critical care during F1 and in medical specialties during F2.

Academic Foundation Programmes

There were a total of 389 two-year academic Foundation Programmes commencing in August 2009, with an additional 24 one-year posts at F1 level and 29 one-year posts at F2 level. Two-year programmes were offered in research (281), medical education (81) and management/ leadership (15). In addition, there were 12 programmes offered that did not fit into these categories.

The fill-rates for the two-year programmes were 91% for research, 93% for medical education, 93% for management/leadership and 100% for the other programmes.

Progression and outcomes

98% of F1 and 96% of F2 doctors successfully completed their respective foundation years in 2009 and were signed-off as having attained the appropriate level of competence.

The majority (89%) of F1 doctors signed-off in August 2009 started the second year of a two-year programme in the same foundation school. Of those signed off at the end of F1, fewer than 2% left the Foundation Programme.

The outcome was known for less than half (45%) of foundation doctors completing their Foundation Programme in 2009. The percentage entering specialty training was reported as 39% and the number working or training in medicine outside the UK by choice was 3%.

The career outcomes for foundation doctors completing an academic Foundation Programme in 2009 was known for 76%, with 53% reported as entering speciality training in the UK.

The number of foundation doctors not signed off at the end of their respective years was 159 F1s and 236 F2s. The reasons included having more than four weeks' absence, requiring remedial training, being dismissed and resigning.

One F1 and two F2 academic foundation doctors were not signed-off at the end of the respective year: two of which resigned and the other was taking statutory leave.

A total of 404 F1 and 291 F2 doctors required additional support across 18 foundation schools. 5% of the F1 doctors and 3% of the F2 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.

5% of F1 doctors from UK medical schools required additional support versus 41% of graduates from non-UK medical schools.

The outcome for foundation doctors requiring additional support was favourable for nearly 3 out of 4, with 56% being signed-off by the original end date of their foundation year at both F1 and F2 level, and a further 25% for F1 and 22% for F2 are expected to be signed-off by an agreed, extended end date.

Eight F1 doctors and nine F2 doctors were referred to the GMC for fitness to practice issues. The percentage of doctors being monitored that were reported to the GMC was 4% for F1s and 5% for F2s.

THE FIRST FOUNDATION PROGRAMME ANNUAL REPORT

Background

This report was developed in response to requests for data on the Foundation Programme from key stakeholders to provide a national picture. This information had previously been collected on an ad-hoc basis by some, but not all, foundation schools and there was no national collation of information which could help inform policy decisions.

The FP Annual Report presents the results of the UKFPO's first data gathering exercise. There will be a formal review of the data gathered and the way it was collected in early 2010. This will inform the content and process employed for next year's annual report.

Method

The UKFPO recruited a temporary business analyst to develop the questionnaire for the FP Annual Report 2009. The analyst visited 13 of the 25 foundation schools and had scheduled telephone discussions with the others to identify the data they currently collect and what data they would like to see collected by the UKFPO at a national level. The Department of Health (England) and the devolved administrations also contributed to the report's development. The deanery business managers were consulted to ensure the data set being developed for the FP Annual Report did not duplicate or conflict with the national data set being developed by them. Where practicable, suggested requirements were included in the survey sent to foundation schools for 2009 with other requirements noted for potential inclusion in future years (e.g. more detail regarding attrition and the number of doctors who go on to specialty training in the UK, etc).

Once the preliminary analysis was complete, a proposed data set for the FP Annual Report was shared with foundation school managers and was discussed with the Foundation School Directors Committee and the UK Foundation Programme Board.

As part of the process to define the report content for 2009, the GMC requested that an extra section be added to collect data to help inform policy related to Quality Assurance of the Foundation Programme. The intention was that this would avoid duplicate requests for data from the foundation schools during QAFP visits. The data requested by the GMC was for the last three years relating to the number of foundation doctors in each year; the number of foundation doctors not signed off at the end of their foundation year and the reasons for not being signed off; the number of GMC fitness to practise referrals; and information related to post-foundation training for those doctors completing the Foundation Programme. Most schools found it difficult to provide this historical data and it was not possible to form accurate conclusions for this part of the report.

Some of the data requested in other sections of the report was also difficult for the foundation schools to provide during the first year of completing the questionnaire. Some questions were identified as optional, but the schools were asked to provide all the data if they could. The optional questions will become mandatory next year (this was explained on the form).

The first FP Annual Report questionnaire, in the form of an Excel spreadsheet, was issued to foundation schools on 1 June 2009, with a completion deadline 16 weeks later on 18 September, 2009. A guide was issued with the questionnaire describing how it should be completed.

Results

The results are presented as a national summary in four sections. The number of foundation schools responding varied for each section and this is noted for each question.

The data shown is as provided by the foundation schools and it should be noted that there are inconsistencies in the data received in some areas. Where possible the data used in this report is limited to the schools that provided consistent data in the relevant categories.

Section 1 – FOUNDATION SCHOOLS

Resources

There is significant variation in the size of the 25 UK foundation schools. Table 1 shows the range in the number of Foundation Programme places under the auspices of the foundation schools (excluding academic Foundation Programmes).

Table 1: Number of Foundation Programme places

No. FS responded	Foundation Programmes commencing August 2009	Min	Max	Mean	Median
25	F1 places	73	812	289	273
25	F2 places	67	787	291	279

Table 2 shows the level of resource employed by foundation schools in key roles, using full time equivalents (FTE).

Table 2: Levels of resource (FTE)

No. FS responded	Role	FTE equivalent			
		Min	Max	Mean	Median
24	Foundation school director	0.2	1.0	0.5	0.4
24	Foundation school manager	0.0	3.0	0.9	1.0
22	Foundation school administrator	0.0	7.7	1.9	1.2
12	Other	0.0	1.8	0.5	0.2

Another way to look at the level of resource dedicated to the key roles within a foundation school is to consider the FTE per 100 foundation doctors. Table 3 shows this ratio for foundation school directors and managers.

Table 3: Resource (FTE) per 100 foundation doctors

No. FS responded	Role	FTE equivalent per 100 FDs			
		Min	Max	Mean	Median
24	Foundation school director	0.03	0.32	0.11	0.08
24	Foundation school manager	0.00	0.57	0.23	0.21

Unfilled places in August 2009

Foundation schools and units of application
For the purposes of the national recruitment round, some foundation schools combine to form a single unit of application. During the 2008/09 national recruitment round, there were 25 foundation schools but 24 units of application (Birmingham and Keele combined as a single unit of application). The information in this report is shown at foundation school level and not unit of application.

At the end of the 2008/09 national recruitment round[1], 22 of the 24 units of application had been allocated sufficient applicants to fill all F1 places in their school(s). The only foundation schools not filled were North Yorkshire & East Coast (27 vacancies) and Northern (44 vacancies).

It is expected each year that some allocated applicants will not commence their Foundation Programme due to a number of different factors such as failing their final exams, withdrawing their application or not meeting the criteria of local pre-employment checks. Although only two foundation schools were not filled through national allocation, 18 foundation schools reported vacancies at the start of the Foundation Programme due to late withdrawals or failed finals, etc.

[1] The national recruitment round did not include recruitment to academic Foundation Programmes.

Some foundation schools in England offer additional places at F2 over and above the number of F1 places. This is to provide opportunities for those doctors entering the NHS with full GMC registration, but who are not able to prove they have acquired competence equivalent to the Foundation Programme and so are not eligible to apply for specialty training. F2 vacancies may arise if not all these additional places are filled or they may be due to foundation doctors transferring to a different foundation schools via the inter-foundation school transfer process, taking time out of Foundation Programme or repeating their F1 year. There is no national process for recruiting to F2 vacancies

Twenty four of the 25 foundation schools provided data regarding the number of unfilled Foundation Programme places at the beginning of August 2009, as shown in Table 4. This data does not include those vacancies that arose but were filled before the start of the foundation year.

Table 4: Unfilled places at start of August 2009

Foundation School	No. of unfilled places	
	F1	F2
Birmingham	0	0
Cov & Warwick	2	0
E.Anglia	0	0
Worcester	0	2
Keele	3	5
LNR	9	0
Mersey	0	0
N.C.Thames	0	0
N.E.Thames	7	7
N.Ireland	2	8
N.W.Thames	1	1
N.Western	10	5
Northern	5	6
NYEC	16	6
Oxford	0	0
Peninsula	2	0
S.Thames	4	10
S.Yorkshire	3	9
Scotland	19	12
Severn	5	6
Trent	25	19
W.Yorkshire	11	3
Wales	9	12
Wessex	1	4

Figure 1 shows the percentage of unfilled F1 places at the start of August 2009 for the 24 foundation schools that provided the data. On average 2% of F1 places were unfilled at the start of August 2009.

Figure 1: Percentage unfilled F1 places by foundation school

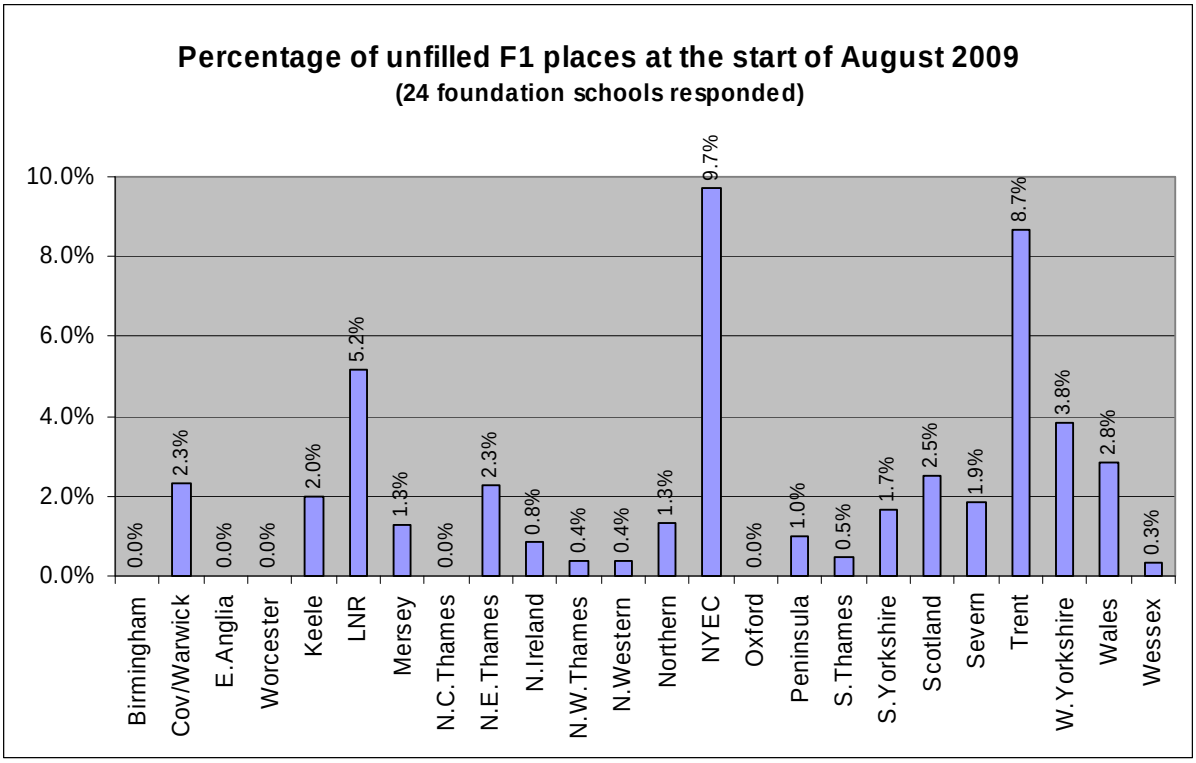
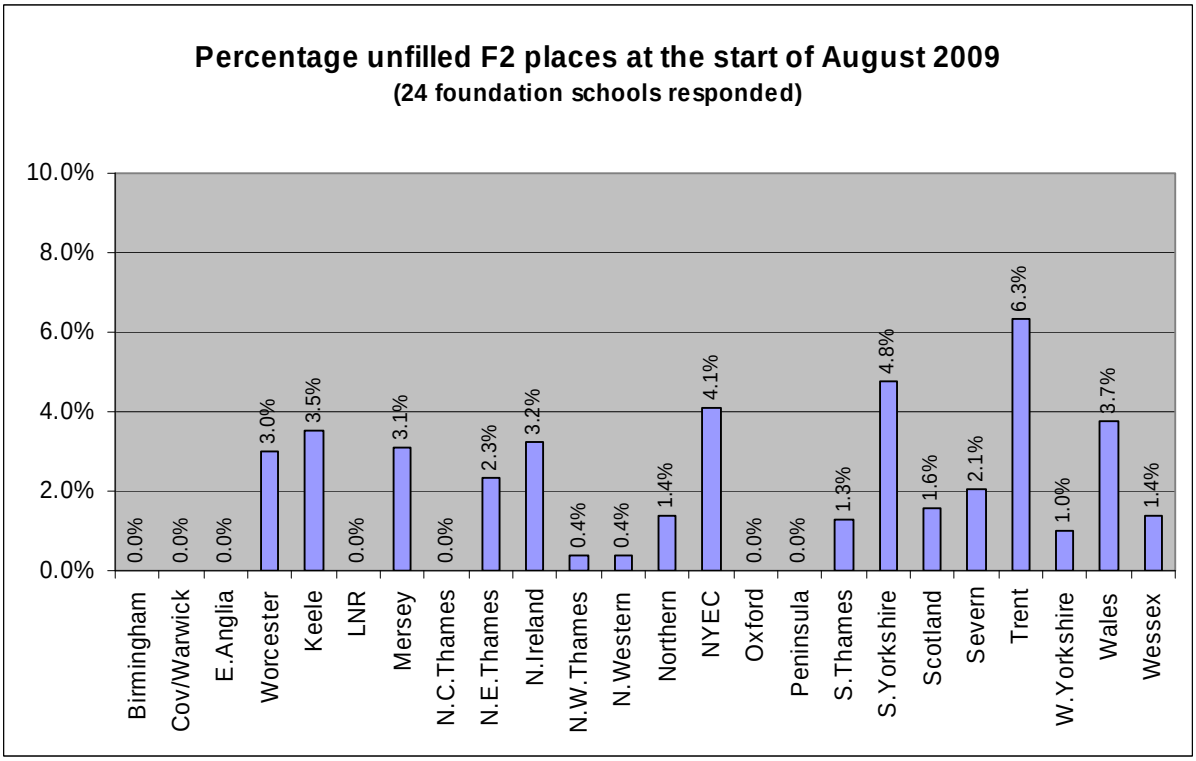


Figure 2 shows the percentage of unfilled F2 places at the start of August 2009 for the 24 foundation school that provided the data. On average 1.8% of F2 places were unfilled at the start of August 2009.

Figure 2: Percentage unfilled F2 places at by foundation school



Reasons for unfilled places

We asked about the number of vacancies that remained unfilled at the start of August 2009 and the reasons why they had arisen. There was some confusion regarding how to respond to these questions, with some schools detailing only those vacancies remaining at the start of August (as requested) and others including details of vacancies that had arisen but which they had subsequently been able to fill with an alternative foundation doctor.

Of the five foundation schools who responded in the former manner, 54.4% of vacancies were caused by medical students failing their final exams, 7% failed local pre-employment checks and 38.6% were caused by successful applicants either resigning or not turning up to start work as expected.

Fifteen foundation schools responded in the latter manner and their responses indicated that 58.6% of all vacancies, whether subsequently filled or not, were caused by applicants failing their final exams, 7.6% were caused by failing local pre-employment checks and 33.8% were caused by applicants resigning or not turning up to start work as expected.

From the 20 foundation schools provided details about vacancies, the total number of vacancies not filled before the start of August 2009 was reported as 56, with 359 vacancies being reported in total. This implies foundation schools were able to fill 303 places (84%) between the time it became apparent the original applicant would not be taking up the place and the start of the Foundation Programme.

The total number of F2 doctors who did not take up their F2 place was reported as 69, but the number of F2 vacancies at the start of August 2009 was reported as 8. This suggests that 61 F2 places (88%) not taken up by one foundation doctor were successfully offered to an alternative foundation doctor before August.

Section 2 – BECOMING A FOUNDATION DOCTOR

The numbers in this section exclude academic Foundation Programmes unless otherwise stated.

Matching to programmes

The national recruitment process allocates successful applicants to a particular unit of application. The foundation schools are then responsible for matching their allocated applicants to specific programmes and posts within the school. 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 for specific programmes only as they are guaranteed an F2 job in the foundation school as part of their two-year programme.

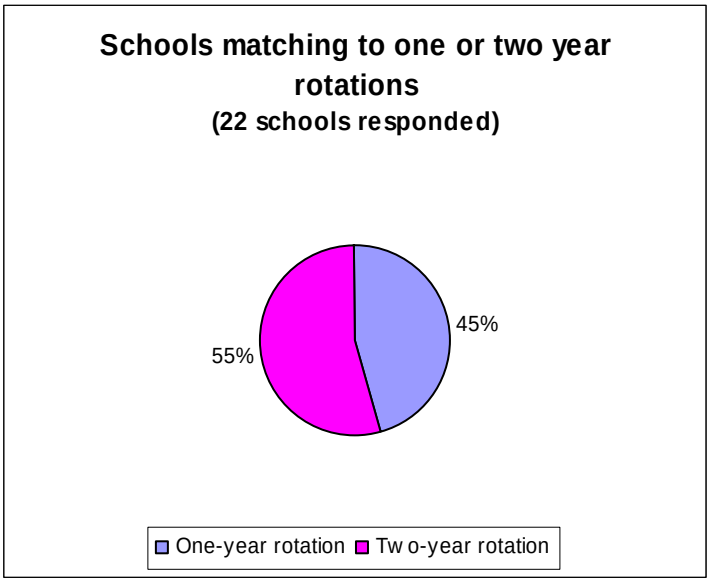
Twenty three foundation schools provided information on whether their school matches to one or two year rotations. Twenty two indicated that match to either one or two year rotations, with Scotland stating they match to a combination of both. Two of the deaneries in Scotland match to one-year rotations and two match to two-year rotations. The Scotland foundation school has been omitted from the data reported below.

Table 5: Matching to one and two year rotations

No. FS responded	Match to:	No.
22	One-year rotations	10
22	Two-year rotations	12

Figure 3 shows this data represented as percentages.

Figure 3: Percentage matching to one and two year rotations



Foundation Programme places

All 25 foundation schools responded. For Foundation Programmes commencing August 2009, the foundation schools reported there was capacity for a total of 7,228 F1 places and 7,276 F2 places (excluding academic programmes). The number of places reported for F1 does not tally with the national on-line recruitment system, where the foundation schools confirmed details of 7,025 F1 vacancies, since there were a number of vacancies filled outside the national process, comprising 60 military posts and 143 places occupied by doctors repeating their F1 year.

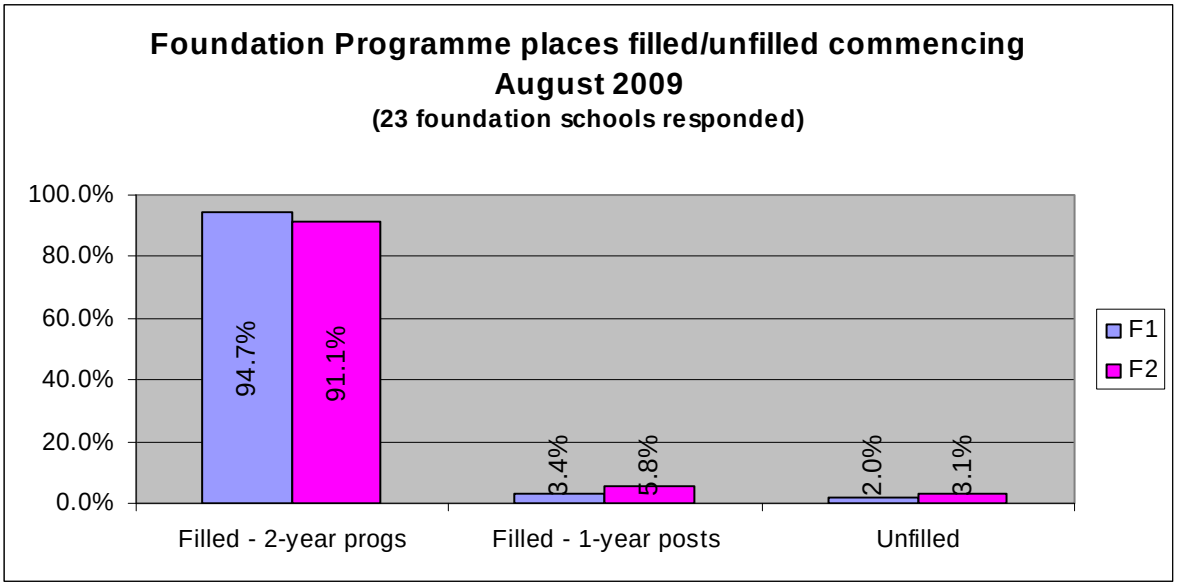
Twenty three foundation schools provided information about the number of Foundation Programme places that had been filled by foundation doctors on two-year programmes or in one-year posts. Table 6 shows the number of places for these 23 schools and the number filled.

Table 6: Places filled at start of August 2009

No. FS responded	Foundation Programme places filled at start of August 2009	F1	F2
23	Total number of places	6,982	6,942
23	No. filled – two-year programme	6,609	6,405
23	No. filled - one-year post	234	409
	Unfilled (derived from above for 23 schools)	385	375

Figure 4 shows the percentage of Foundation Programmes commencing August 2009 that were filled as two-year programmes or one-year posts, and the percentage unfilled at the beginning of August 2009.

Figure 4: Percentage filled/unfilled places at start of August 2009



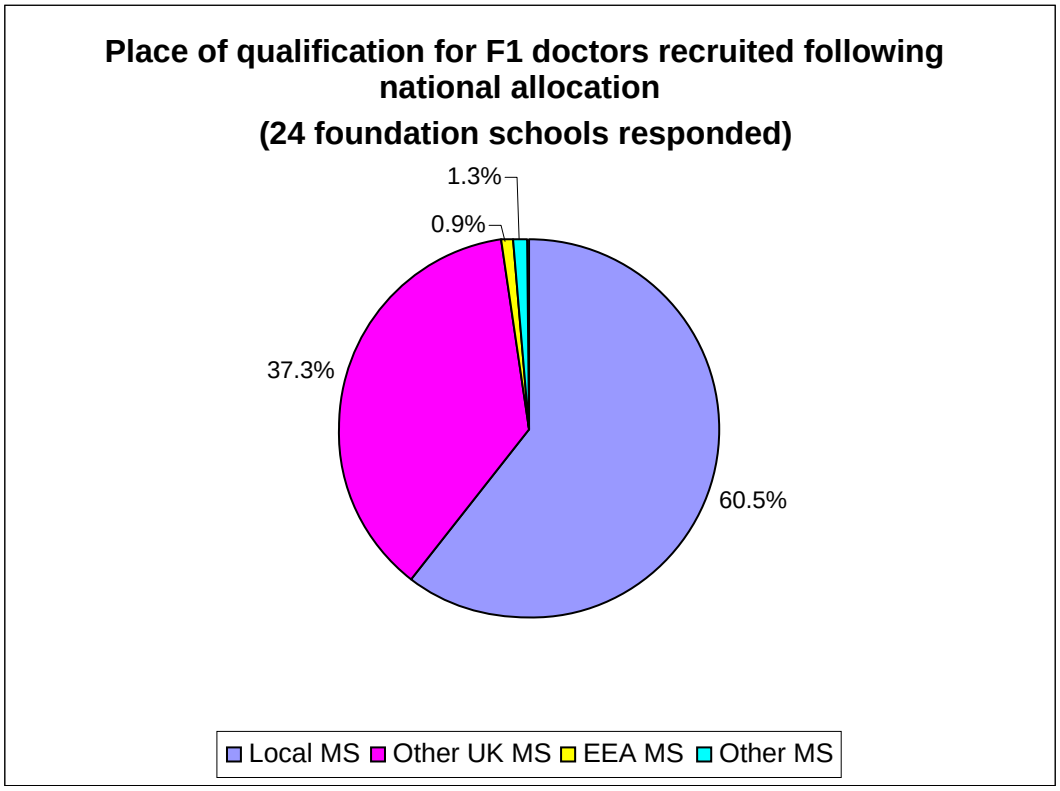
Place of qualification

The majority of doctors starting their Foundation Programme each year are recruited after being allocated through the national recruitment process. Medical students from around the world are able to apply to the Foundation Programme each year, provided they meet all the eligibility criteria. Figure 5 shows the place of qualification for F1 doctors allocated through the national recruitment round and who went on to start their Foundation Programme in August 2009. Data was provided by 24 foundation schools.

This shows that the majority (60.5%) of F1 doctors qualified at the UK medical school local to their allocated foundation school. A further 37.3% of F1 doctors qualified at a UK medical school, but not the one associated with the foundation school to which they were allocated. The remaining 2.2% of F1 doctors qualified outside the UK.

This data does not necessarily match the percentage split for place of qualification for the total number of applicants allocated to foundation schools during the national recruitment round as some successful applicants will not have started their Foundation Programme due to a variety of reasons as mentioned previously.

Figure 5: Place of qualification for F1 doctors recruited following national allocation



National and local recruitment

Although the majority of F1 doctors are recruited after having been allocated through the national process, there are some that are recruited locally to fill remaining vacancies. Vacancies may arise due to a shortage of applicants to the national process or due to allocated applicants being subsequently withdrawn (eg they do not pass pre-employment checks or fail their final exams).

Table 7 shows the number of F1 doctors recruited following national allocation and those recruited locally. The table shows that the vast majority (95.7%) of F1 doctors are recruited following allocation through the national process and start their Foundation Programme at the foundation school to which they are allocated. The number of foundation doctors transferring to a different foundation school before they start their Foundation Programme was just 22 (0.4%) in 2009; this may be because the guidance regarding inter-foundation school transfers states that a doctor's circumstances must have changed since they submitted their original Foundation Programme application form for a transfer to be considered before the start of F1.

Local recruitment accounted for a total of 104 (1.7%) of the F1 doctors commencing in August 2009. Doctors repeating all or part of their F1 year occupied a total of 143 (2.3%) places.

Table 7: Recruitment of F1 doctors starting work in August 2009

No. FS responded	F1 doctors recruited via:	Total
23	National allocation – allocated FS	5,994
23	National allocation – transferred from allocated FS	22
23	Local recruitment – two-year programme	51
23	Local recruitment – one-year post	53
23	Repeating F1 year	143
	Total F1 doctors	**6,263**

There is no national process associated with F2 recruitment and so any F2 vacancies are filled via local recruitment processes at each foundation school. Twenty one foundation schools provided details of where their F2 doctors originated. Table 8 shows that 4,856 (87.6%) foundation doctors started the second year of a two-year programme immediately after completing the first year in the same foundation school, with 324 (5.8%) foundation doctors transferring to a different foundation school at the end of their F1 year. A further 41 (0.7%) foundation doctors commenced the second year of a two-year programme upon returning from approved time out of Foundation Programme (usually a maximum of one year). A total of 63 foundation doctors needed to repeat all or part of their F2 year.

Where foundation schools recruited locally to fill F2 vacancies, 108 (1.9%) doctors were recruited having just completed a one-year F1 post in the UK; 14 (0.3%) had had a gap between completing an F1 post and starting the F2 post; 84 (1.5%) entered the Foundation Programme at F2 level.

Table 8: Recruitment of F2 doctors starting in August 2009

No. FS responded	Recruitment process	No. of F2s
21	Starting year 2 of two-year programme – same FS	4,856
21	Starting year 2 of two-year programme - IFST	324
21	Starting year 2 – returning from approved TOFP	41
21	Repeating F2 year	63
21	Local recruitment – one-year post (completed F1 post)	108
21	Local recruitment - one-year post (gap between F1 & F2)	14
21	Local recruitment - one-year post (commencing at F2 level)	84
21	Other	54
	Total F2 doctors	**5,544**

Flexible and supernumerary foundation doctors

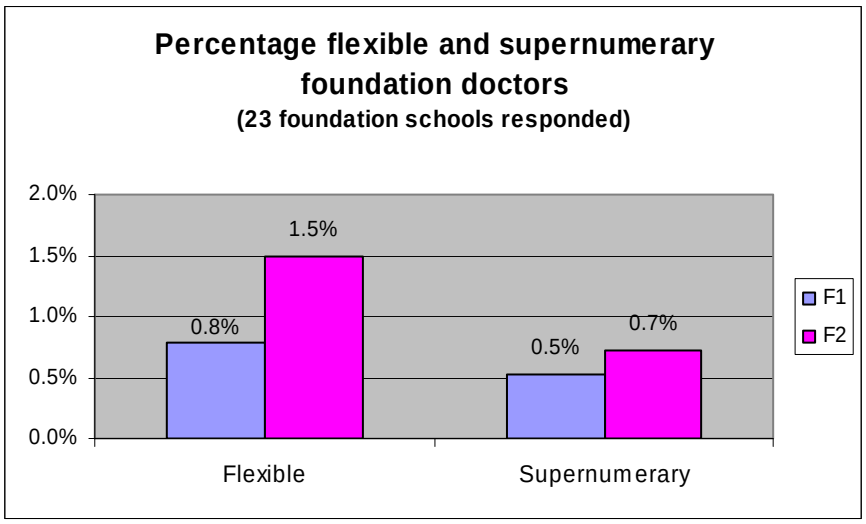
Nineteen of the 23 foundation schools who responded indicated that they have foundation doctors who are training part-time and 18 indicated they have supernumerary foundation doctors. It should be noted that a foundation doctor may be both training flexibly and supernumerary. Table 9 shows the total number of flexible and supernumerary foundation doctors.

Table 9: Flexible and supernumerary foundation doctors

No. FS responded	Foundation doctors commencing August 2009	No. of schools	F1	F2
23	Flexible	19	49	83
23	Supernumerary	18	33	40

Figure 6 shows the number of flexible and supernumerary foundation doctors as a percentage of the total foundation doctors in those schools providing data in this section of the report.

Figure 6: Percentage flexible and supernumerary foundation doctors



The 16 foundation schools providing data about flexible and supernumerary academic foundation doctors indicated that there are 6 (1.5%) academic foundation doctors training flexibly. The number of supernumerary academic foundation doctors is 3 (1.0%).

Gender split

Previously analysis shows that the percentage of males applying to the Foundation Programme is 38%, with women accounting for 62%.

The gender split for foundation doctors commencing academic Foundation Programmes in 2009 is 49% male and 51% female.

Section 3 – THE LEARNING ENVIRONMENT

Configuration of Foundation Programmes

All 25 foundation schools answered the question regarding the configuration of Foundation Programmes. The recommended duration of each placement in a Foundation Programme is four months; with each foundation year comprising three 4-month placements (3 x 4). All foundation schools reported that at least some of the Foundation Programmes offered in their school consisted of 3 x 4 month placements, with 14 foundation schools indicating that they also offer programmes comprised of two 6-month placements (2 x 6) or four 3-month placements (4 x 3). Twelve foundation schools reported they offer other compositions for Foundation Programmes.

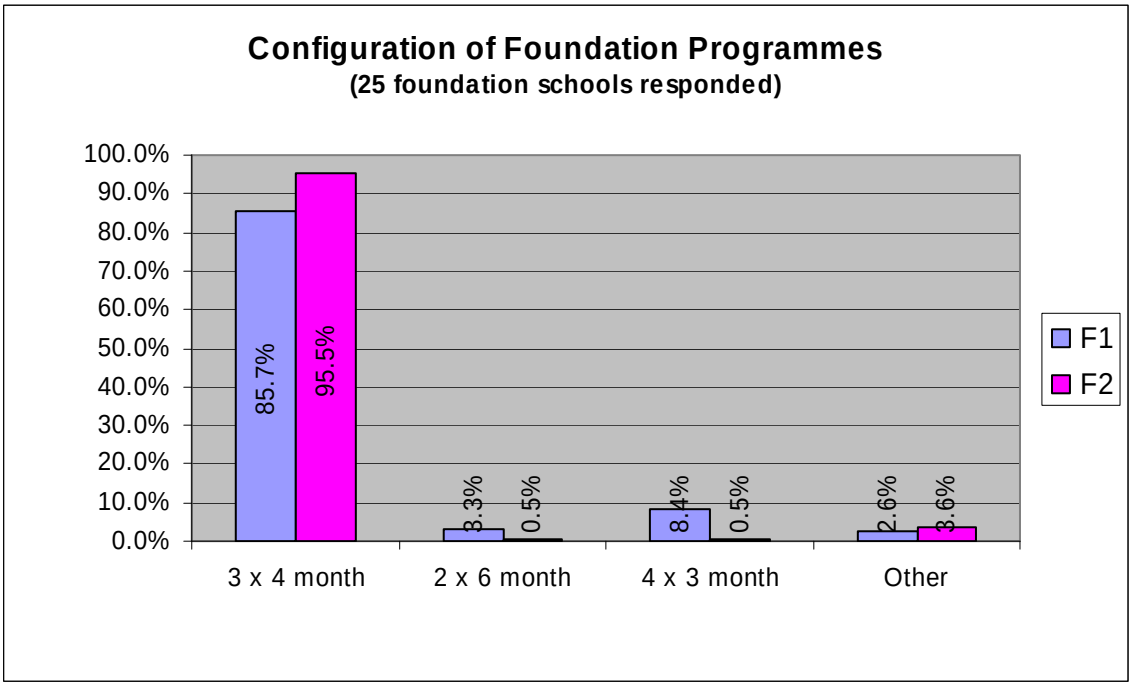
Table 10: Configuration of Foundation Programmes

No. FS responded	Configuration of Foundation Programmes commencing August 2009	F1	F2
25	3 x 4 month	5,643	6,128
14	2 x 6 month	219	31
14	4 x 3 month	555	32
12	Other	168	228
	Total	**6,585**	**6,419**

Note: The total for some schools in this section did not equal the total number of Foundation Programme places they declared in an earlier question.

Figure 7 shows the percentage of Foundation Programmes comprising different configurations.

Figure 7: Percentage configuration of Foundation Programmes



Specialties experienced in Foundation Programmes

For Foundation Programmes commencing in August 2009, training experience will be provided in a wide variety of specialties. Twenty-three foundation schools provided information about the specialties offered in foundation placements (Table 11). The percentage is calculated using the total training experiences available, which does not equate to the number of Foundation Programme placements since some placements cover more than one specialty.

Table 11: Specialties experienced in Foundation Programmes

CCT specialty	F1	F2
Allergy		0.1%
Anaesthetics	1.8%	0.8%
Audiological Medicine		
Cardiology	4.7%	2.7%
Clinical Genetics		
Clinical Neurophysiology		
Clinical Oncology	0.6%	1.1%
Clinical Pharmacology and Diabetes Mellitus	0.2%	
Clinical Radiology	0.2%	0.2%
Dermatology	0.1%	0.3%
Emergency Medicine (Accident & Emergency)	2.2%	19.5%
Endocrinology & Diabetes Mellitus	3.8%	1.4%
Gastroenterology	4.9%	1.9%
General (Internal) Medicine	24.4%	12.3%
General Practice		16.3%
Genito-urinary Medicine	0.1%	0.9%
Geriatric Medicine	9.4%	5.7%
Haematology	0.7%	1.1%
Immunology		
Infectious Diseases	0.4%	0.3%
Intensive Care Medicine	2.4%	2.5%
Medical Oncology	0.4%	0.6%
Medical Ophthalmology		0.1%
Neurology	0.3%	0.8%
Nuclear Medicine	0.1%	0.1%
Obstetrics & Gynaecology	1.4%	5.5%
Occupational Medicine	0.1%	
Ophthalmology	0.1%	1.1%
Paediatric Cardiology		0.4%
Paediatrics	2.6%	5.6%
Palliative Medicine	0.4%	0.7%
Pathology: Chemical		0.2%
Pathology: Cytogenetics and Molecular Genetics		
Pathology: Histopathology		0.3%
Pathology: Medical Microbiology and Virology		0.5%
Pharmaceutical Medicine		
Psychiatry: Child and Adolescent		
Psychiatry: Forensic		
Psychiatry: General	1.1%	4.8%
Psychiatry: Learning Disability		0.1%
Psychiatry: Old Age		0.5%
Psychiatry: Psychotherapy		
Public Health Medicine		0.6%
Rehabilitation Medicine	0.3%	0.5%
Renal Medicine	1.2%	1.1%
Respiratory Medicine	5.0%	1.7%
Rheumatology	1.0%	0.5%
Sport and Exercise Medicine		
Surgery: Cardio-thoracic	0.6%	0.9%
Surgery: General Surgery	31.4%	7.5%
Surgery: Neurosurgery	0.5%	1.0%
Surgery: Oral and Maxillo-facial		0.2%
Surgery: Otolaryngology	0.4%	2.0%
Surgery: Paediatric	0.4%	0.4%
Surgery: Plastic	0.4%	0.7%
Surgery: Trauma and Orthopaedic	5.6%	7.5%
Surgery: Urology	4.3%	2.1%
Tropical Medicine		
Medical Education		0.2%

A wide range of specialties are experienced across F1 and F2 as would be expected with a generic, broad-based training programme. The clear top two specialties experienced during F1 are general surgery (31.4%) and general (internal) medicine (24.4%). This could be expected since these are the most general specialties for surgery and medicine and provide opportunities to develop the majority of competences covered by the FP Curriculum. The next three specialties most experienced during F1 are geriatric medicine (9.4%), trauma and orthopaedic surgery (5.6%) and respiratory medicine (5%).

During F2, the spread of specialties experienced alters with the top five being emergency medicine (19.5%), general practice (16.3%), general (internal) medicine (12.3%), general surgery (7.5%) and trauma and orthopaedic surgery (7.5%).

Specialties experienced via tasters

Eleven (58%) of the 19 foundation schools who responded indicated they only allow tasters to be undertaken at F2 level, with the others (42%) allowing tasters at F1 and F2 level.

Thirteen schools (68%) indicated that tasters are organised by the local education provider when requested by foundation doctors.

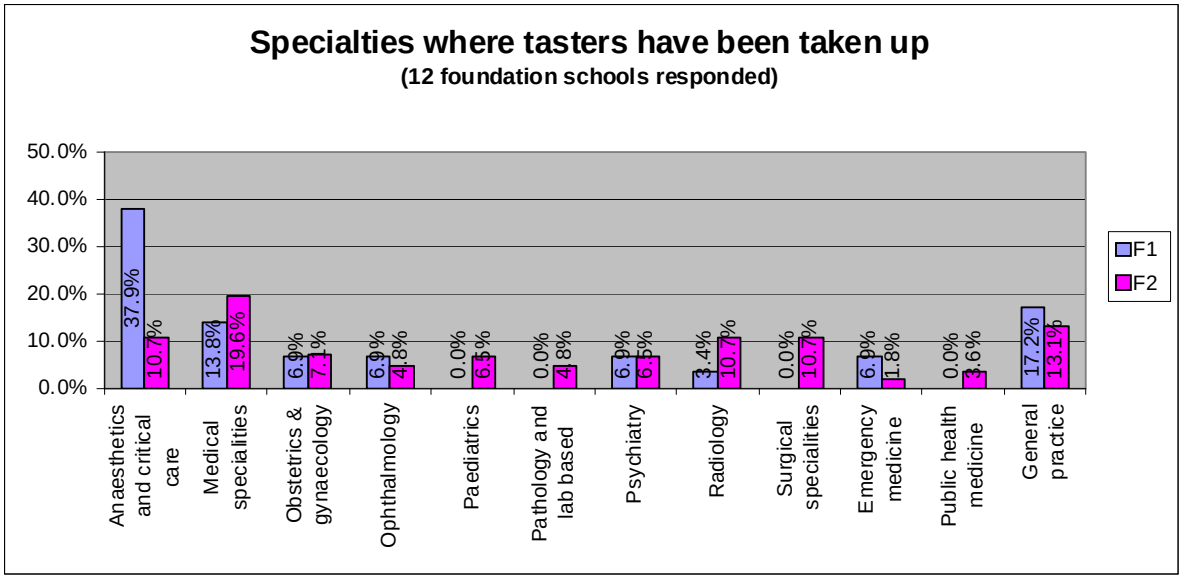
Twelve foundation schools provided details about the number of tasters taken up by foundation doctors in their school. Table 12 shows the number of taster experiences undertaken in different specialties.

Table 12: Specialties where tasters have been taken up

Specialty where taster experience has been taken up	F1	F2
Anaesthetics and critical care	11	18
Medical specialities	4	33
Obstetrics & gynaecology	2	12
Ophthalmology	2	8
Paediatrics	0	11
Pathology and lab based	0	8
Psychiatry	2	11
Radiology	1	18
Surgical specialities	0	18
Emergency medicine	2	3
Public health medicine	0	6
General practice	5	22
Totals	29	168

The proportion of tasters taken up in each specialty is expressed as a percentage in Figure 8.

Figure 8: Percentage specialties where tasters have been taken up



F2 outside the UK

Some foundation doctors wish to undertake their F2 year outside the UK. This is possible provided the training programme is prospectively approved by the doctor's postgraduate deanery and by the regulator(s). 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. Table 13 shows where F2 programmes commencing August 2009 have been approved outside the UK. A total of 13 foundation schools provided data in this section.

Table 13: F2 approved outside the UK

Country	No. F2 doctors	No. FS affected
Australia	31	10
USA	1	1
New Zealand	21	8
Israel	1	1

Academic Foundation Programmes

For purposes of this report, "academic Foundation Programmes" covers all non-traditional Foundation Programmes; including those associated with research, medical education, management and leadership, pharmaceutical and e-learning placements.

All 25 foundation schools responded with details of the academic Foundation Programmes they offer. There were a total of 389 academic two-year Foundation Programmes commencing in August 2009, 24 one-year posts at F1 level and 29 one-year posts at F2 level. In September when completed reports were returned, the foundation schools reported that the percentage of places filled for the academic Foundation Programmes was 92%, 100% and 76% respectively.

The majority of foundation schools (21) offer two-year academic Foundation Programmes. One foundation school offered F2 stand-alone posts, but not two-year programmes. One foundation school offered two-year academic programmes, but none of them are research programmes.

Table 14 shows the academic Foundation Programmes available and filled split by the type of programme, with the number of foundation schools offering each category.

Table 14: Academic places available and filled

No. FS offering	Category of academic Foundation Programme	Two-year programme		One-year post (F1)		One year post (F2)	
		Places	Filled	Places	Filled	Places	Filled
23	Research	281	256	24	24	28	18
15	Medical education	81	75	0	0	0	4*
14	Management / leadership	15	14	0	0	1	0
14	Other programmes	12	12	0	0	0	0
	Totals	389	357	24	24	29	22

This is not a typo or calculation error, it is the data as provided by one foundation school. An explanation may be that these posts were not originally set up as academic training posts, but were created to meet individual training requirements.

Figure 9 shows the fill rate for the different categories of two-year academic Foundation Programmes.

Figure 9: Fill rate for academic Foundation Programmes

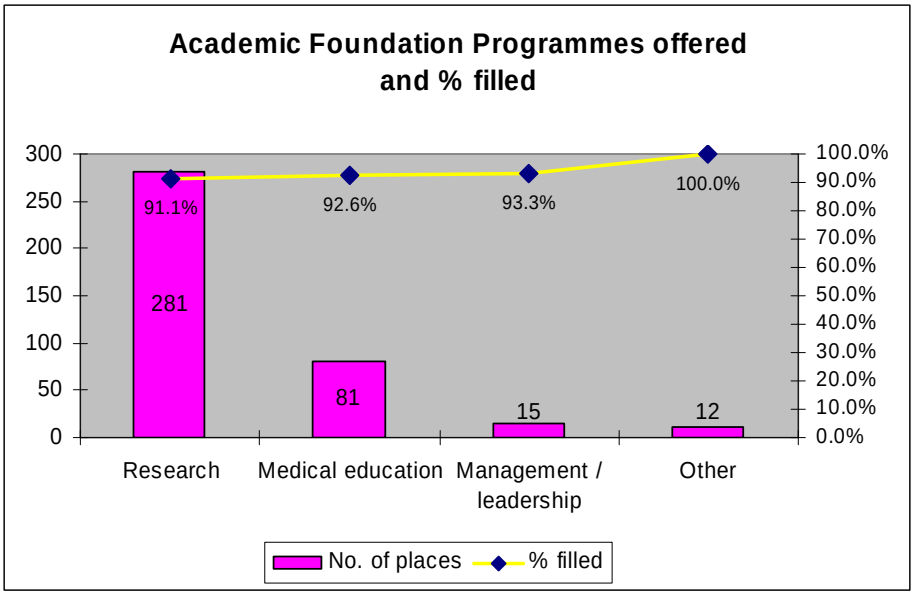
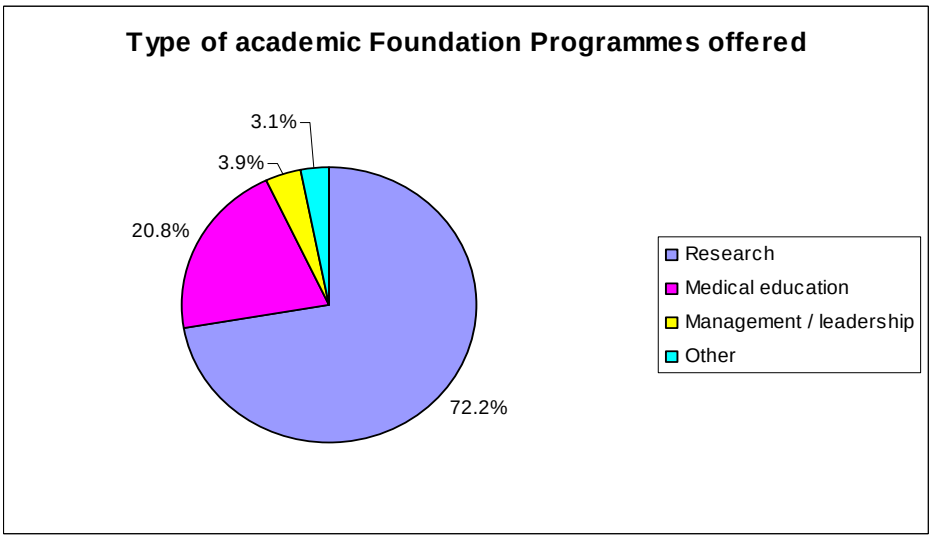


Figure 10 shows the number of each category of academic Foundation Programme as a percentage of the total number of programmes.

Figure 10: Percentage categories of academic Foundation Programmes



Section 4 – PROGRESSION AND OUTCOMES

F1 outcomes

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

Foundation doctors who have not achieved the required level of competence will not be 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.

Twenty four foundation schools indicated that a total of 6,425 (97.6%) F1 doctors successfully completed their F1 year and were signed-off, with 159 (2.4%) not being signed-off.

Table 15 shows a breakdown of the outcomes for F1 doctors completing their first foundation year in 2009 for the 14 foundation schools that submitted consistent data (ie where the total number of F1s reported is equal to the sum of the outcomes for F1s). This data is for 14 foundation schools only and so the number not signed off is different to the total of 159 shown above for 24 schools.

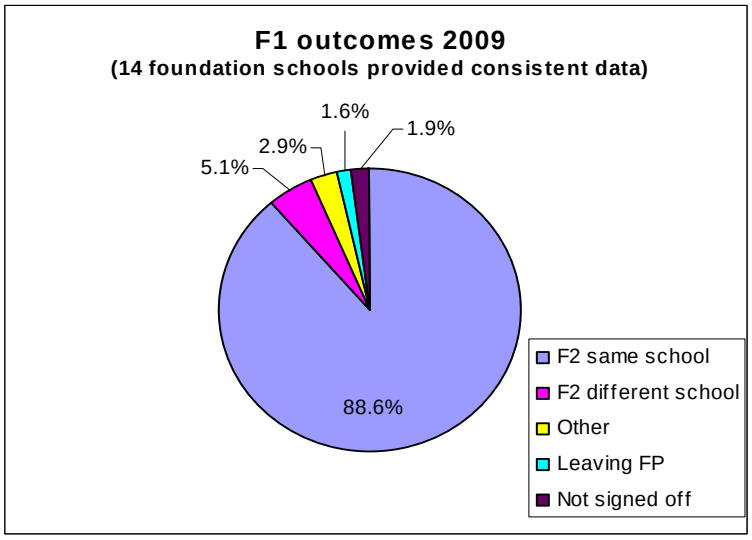
Table 15: Outcomes for F1 doctors

	Outcome for F1 doctor	
14	F2 same school	2,791
14	F2 different school	162
14	Other – continuing training*	90
14	Leaving FP	49
14	Not signed off	59
	Total	**3,151**

* This group of foundation doctors were either on statutory leave, taking approved time out of Foundation Programme or undertaking F2 outside the UK.

Figure 11 shows the numbers in Table 14 as a percentage of the total number of F1 doctors finishing their first year in the 14 schools that provided consistent data.

Figure 11: Percentage outcomes for F1 doctors



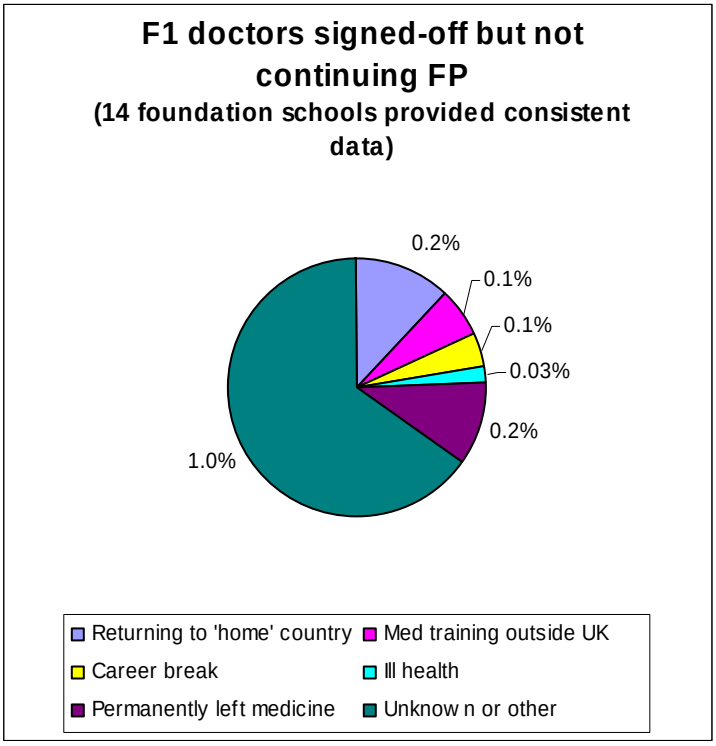
F1 doctors leaving the Foundation Programme after successfully completing their F1 year and gaining full GMC registration do so for a number of reasons. Table 14 shows a total of 49 (1.6%) of F1 doctors who successfully completed their F1 year in 2009 are not continuing in the Foundation Programme (number taken from the 14 foundation schools providing consistent data). Table 15 shows the reasons why and numbers associated with each.

Table 15: Reasons for leaving the Foundation Programme after F1

No. FS responded	Reason for not continuing the Foundation Programme	Total
14	Returning to 'home' country	6
14	Medical training outside UK	3
14	Career break	2
14	Ill health	1
14	Permanently left medicine	5
14	Unknown or other	32
	Total	**49**

Figure 12 shows the reasons for not continuing the Foundation Programme after successfully completing F1 as a percentage of the total number of F1 doctors finishing their first year in the 14 foundation schools that provided consistent data.

Figure 12: Percentage reasons for leaving FP after successful F1



F2 outcomes

From the 22 foundation schools that provided the data, a total of 6,137 (96.3%) of F2 doctors successfully completed their Foundation Programme in 2009 and were signed-off, with 236 (3.7%) not signed-off.

There are a number of possible outcomes for foundation doctors completing their Foundation Programme and being signed-off as having achieved foundation competence. Table 16 shows the outcomes for the F2 doctors in the 16 foundation schools that submitted consistent data (ie the total number of F2s reported was equal to the sum of the outcomes for F2s). Therefore, the number not

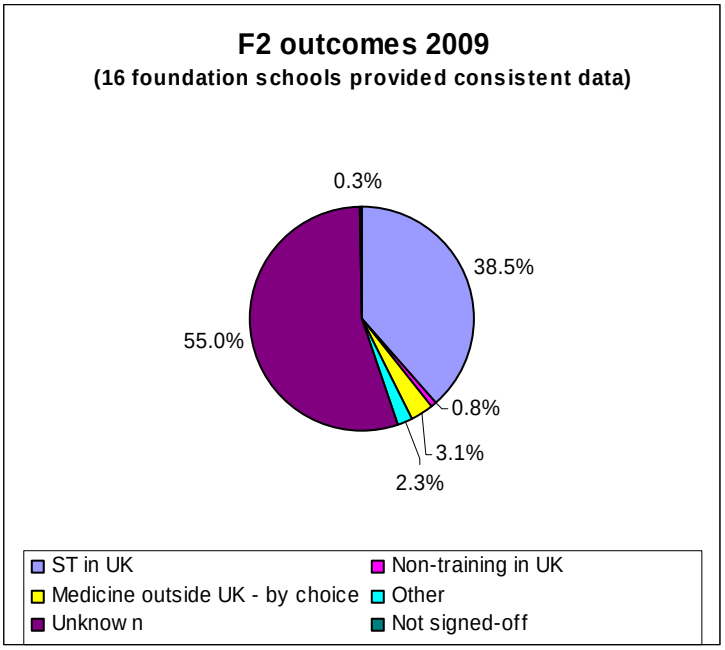
signed off in Table 16 does not match the figure of 236 given above as the total from 22 foundation schools.

Table 16: Outcomes for F2 doctors

No. FS responded	Outcome	Number
16	ST in UK	1,888
16	Non-training in UK	40
16	Medicine outside UK - by choice	154
16	Other	111
16	Unknown	2,699
16	Not signed-off	17
	Total	**4,909**

Figure 13 shows the outcomes for F2 doctors completing their Foundation Programme in 2009 as a percentage of the total number of F2 doctors finishing their second year in the 16 foundation schools that provided consistent data.

Figure 13: Percentage outcomes for F2 doctors



Academic Foundation Programme outcomes

Thirteen foundation schools were able to supply data pertaining to the outcomes for foundation doctors completing academic Foundation Programmes in 2009. Of the outcomes that were known in these 13 foundation schools, 104 doctors (53%) are now undertaking specialty training in the UK. Table 17 shows the outcomes reported.

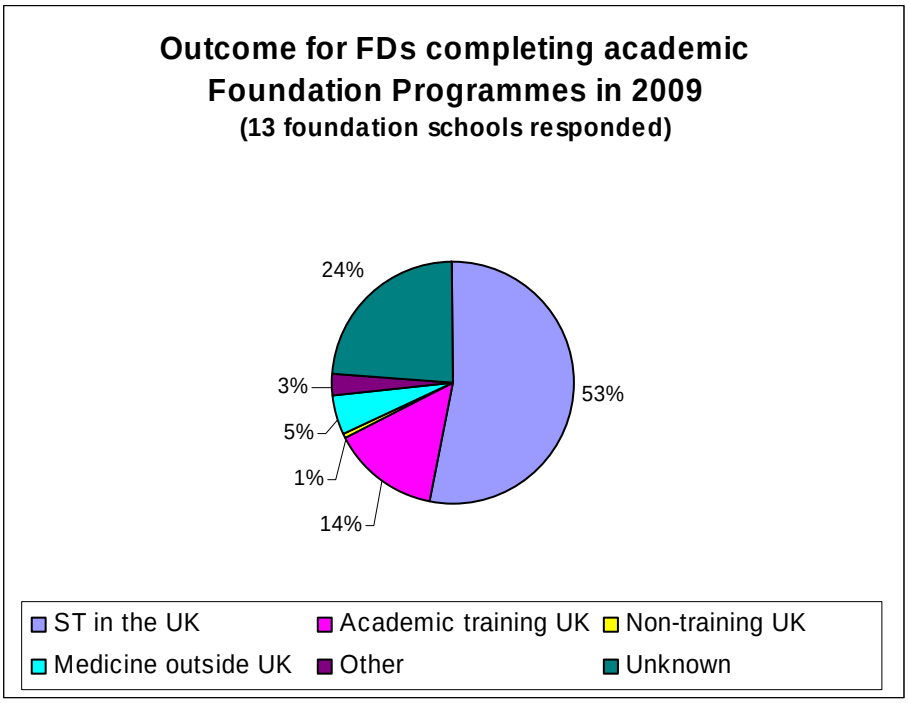
Table 17: Outcomes for F2 doctors completing academic Foundation Programmes

No. FS responding	Outcome	Number
13	ST in the UK	104
13	Academic training UK	28
13	Non-training UK	1
13	Medicine outside UK	10
13	Other*	6
13	Unknown	47

* This category includes those who are working or training in medicine outside the UK, those still seeking employment/training in medicine in the UK, those undertaking a higher education course and those who have permanently left medicine.

Figure 14 shows the outcomes as a percentage of the total number of foundation doctors undertaking academic and associated Foundation Programmes in the foundation schools who responded to this section of the report.

Figure 14: Percentage outcomes for doctors completing academic programmes



Reasons for not being signed off

Twenty four foundation schools reported there was a total of 159 F1 doctors and 236 F2 doctors who were not signed off in 2009.

Twenty three foundation schools provided the information relating to the reasons why F1 doctors were not signed off and 21 provided information about why F2 doctors were not signed off.

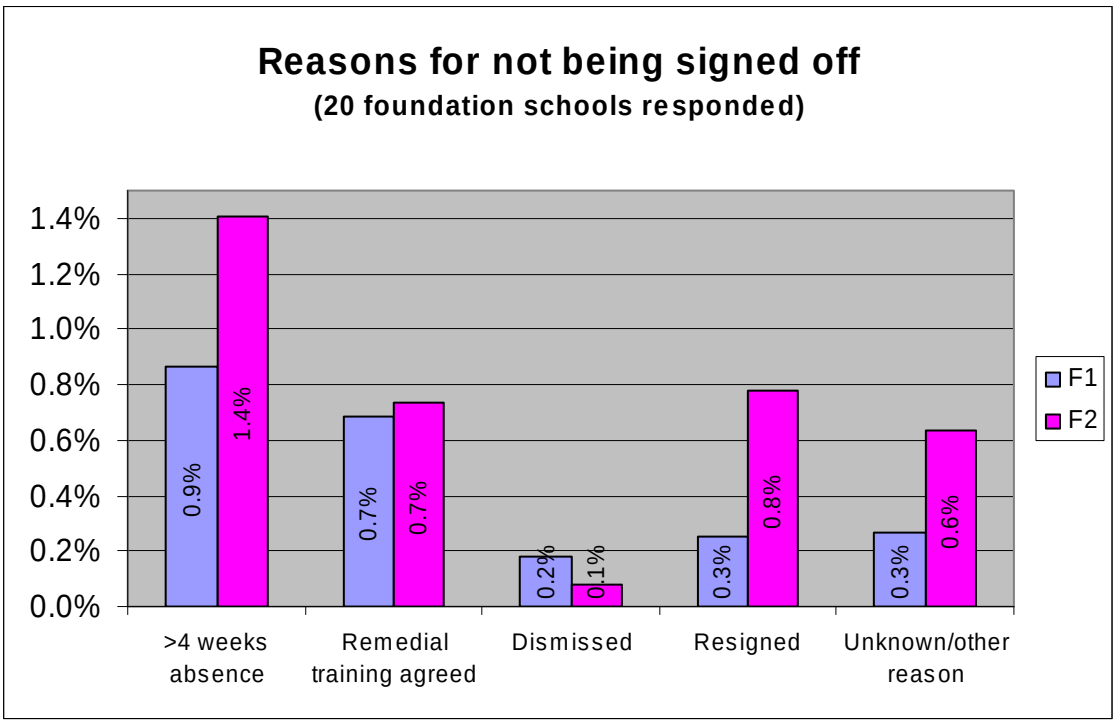
Table 18 shows the reasons for not being signed off and the corresponding number of foundation doctors from the schools that provided this level of detail. Therefore the totals given in Table 17 do not match the overall total for 24 foundation schools.

Table 18: Reasons for not being signed-off

No. FS responded	Reason for not being signed-off	F1	F2
23/21	>4 weeks absence	58	88
23/21	Remedial training agreed	46	46
23/21	Dismissed	12	5
23/21	Resigned	17	49
23/21	Unknown/other reason	18	40
	Total	**151**	**228**

Figure 15 shows the reasons for not being signed off at the end of the F1 and F2 year as a percentage of the total number of F1 and F2 doctors in the schools that provided the data.

Figure 15: Percentage reasons for not being signed off



Academic foundation doctors not signed off

From the 15 foundation schools who responded to the question regarding the number of doctors who were not signed off at the end of their academic foundation year in 2009, one doctor was not signed off at the end of F1 and two were not signed off at the end of F2. The F1 doctor and one of the F2 doctors resigned from the programme. The other F2 doctor was not signed off due to statutory absence (eg maternity leave or sickness).

Appeals against non-progression

Twenty schools responded to the question about whether or not they had a local appeals process against non-progression for F1 and F2 (ie not being signed off at the end of the foundation year). Of the 20 who responded, 16 confirmed they had an appeals process for F1 and 15 for F2. Table 19 shows the number of appeals received and the number that were successful at the end of F1 and F2 in 2009 (the outcome of one appeal against not being signed off at the end of F1 was still pending when the report was submitted).

Table 19: Appeals against non-progression

No. FS responded	Appeals against non-progression	F1	F2
20	No of appeals	5	2
20	No successful	1	0

Foundation doctors requiring additional support

The data relating to foundation doctors requiring additional support for the five schools in West Midlands was amalgamated and submitted in the Birmingham foundation school report. For this section, there were 21 potential returns.

Eighteen foundation schools provided details of foundation doctors requiring additional support during 2008/2009. From the schools who responded, a total of 404 F1s and 291 F2s were monitored, with 1% of these being in academic Foundation Programmes for both F1 and F2.

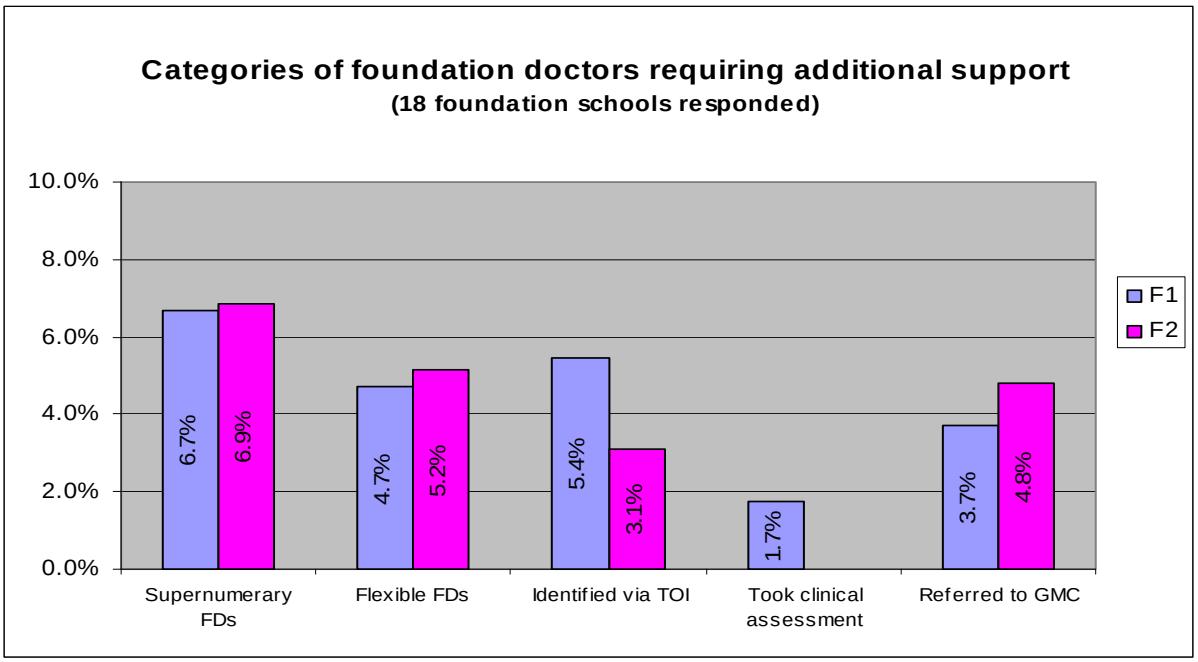
The same schools provided information about the number of foundation doctors being monitored who were training flexibly and the number who were supernumerary. An individual doctor may be training flexibly and also be supernumerary. We also asked how many of the foundation doctors being monitored were identified during the transfer of information (TOI) process as having potential difficulties, how many of them undertook a national clinical assessment as part of the recruitment process and how many of them were referred to the GMC. Table 20 shows these results.

Table 20: Categories of foundation doctors monitored

No. FS responded	Category of foundation doctors monitored	F1	F2
18	Supernumerary FDs	27	20
18	Flexible FDs	19	15
15	Identified via TOI	22	9
16	Took clinical assessment	7	0
16	Referred to GMC	15	14

Figure 16 shows these numbers represented as a percentage of the total foundation doctors being monitored in the 18 foundation schools.

Figure 16: Percentage categories of foundation doctors monitored



Place of qualification for doctors requiring additional support

The majority of foundation doctors being monitored during F1 and F2 graduated from the medical school (40.3% and 42.2% respectively) associated with their foundation school. Table 21 gives a breakdown of the place of qualification for foundation doctors being monitored.

Table 21: Place of qualification for foundation doctors being monitored

No. FS responded	Place of qualification	F1	F2
18	Local med school	155	111
18	Other UK med school	110	57
18	EEA med school (excl UK)	28	19
18	Non-EEA med school	88	76

The above numbers are represented as a percentage of the total number of doctors being monitored for those schools who provided details in this section of the report in Figure 17.

Figure 17: Percentage place of qualification for foundation doctors being monitored

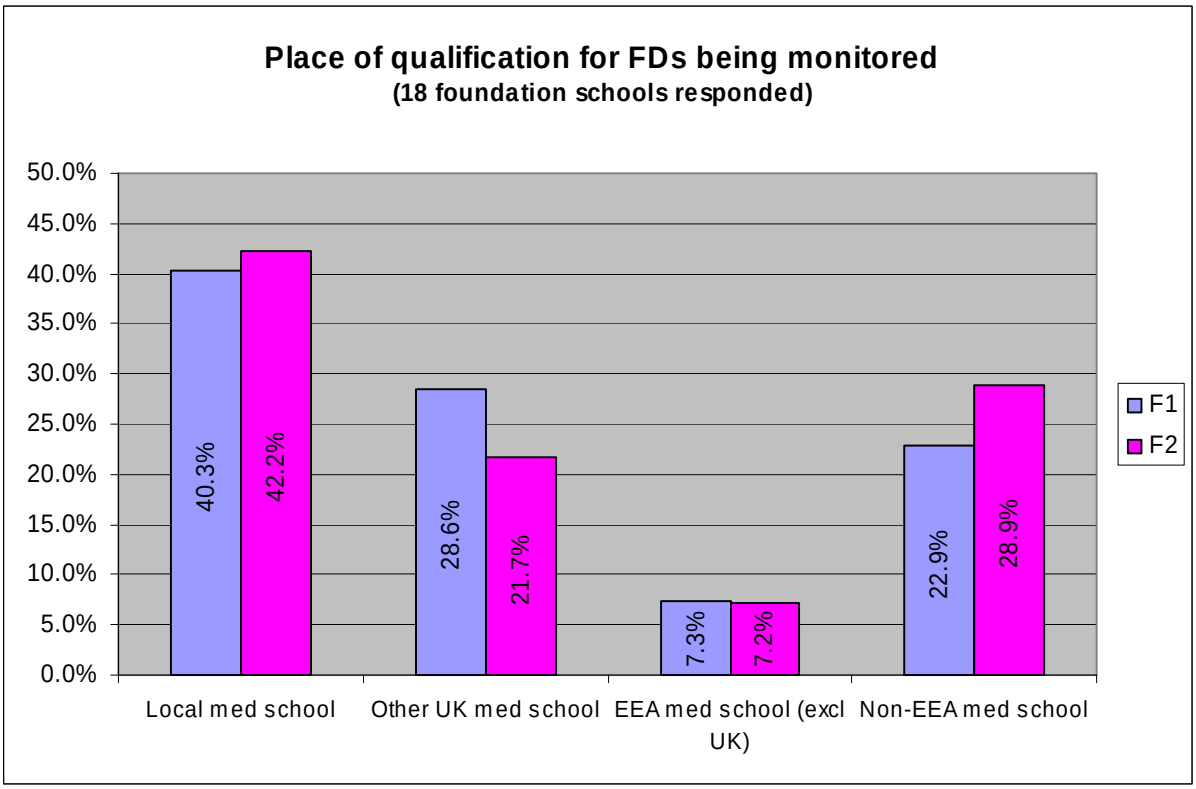


Table 22 presents the number of F1 doctors graduating from UK, EEA or non-EEA medical schools as a proportion of the total number of doctors for each category in the 18 schools that responded. Insufficient data was reported by the foundation schools to provide this comparison of place of qualification for the F2 doctors being monitored.

Table 22: Place of qualification and percentage being monitored (F1)

No. FS responded	Place of qualification (F1 doctors)	% being monitored
18	UK med school	4.7%
18	EEA med school (excl UK)	31.1%
18	Non-EEA med school	45.4%

Main area of concern

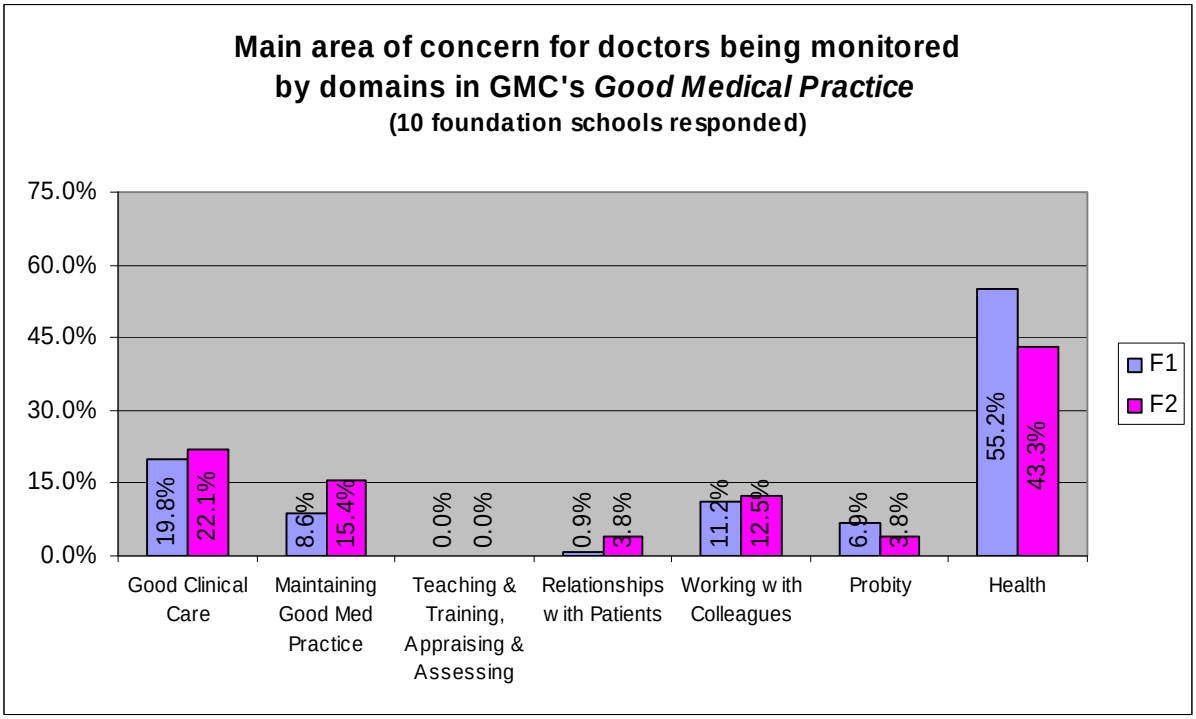
The domains of the GMC's *Good Medical Practice* were used to describe the main area of concern. 10 foundation schools provided this data (Table 23). The most common main area of concern for both F1 doctors and F2 doctors being monitored was their personal health (55.2% and 43.3% respectively).

Table 23: Main area of concern for foundation doctors being monitored

No. FS responded	Main area of concern (GMC domain)	F1	F2
10	Good Clinical Care	23	23
10	Maintaining Good Med Practice	10	16
10	Teaching & Training, Appraising & Assessing	0	0
10	Relationships with Patients	1	4
10	Working with Colleagues	13	13
10	Probity	8	4
10	Health	64	45

Figure 18 shows the percentage of doctors being monitored for each main area of concern using the total number of doctors being monitored in the schools that provided this data.

Figure 18: Percentage main area of concern for foundation doctors being monitored



Outcomes for foundation doctors requiring additional support

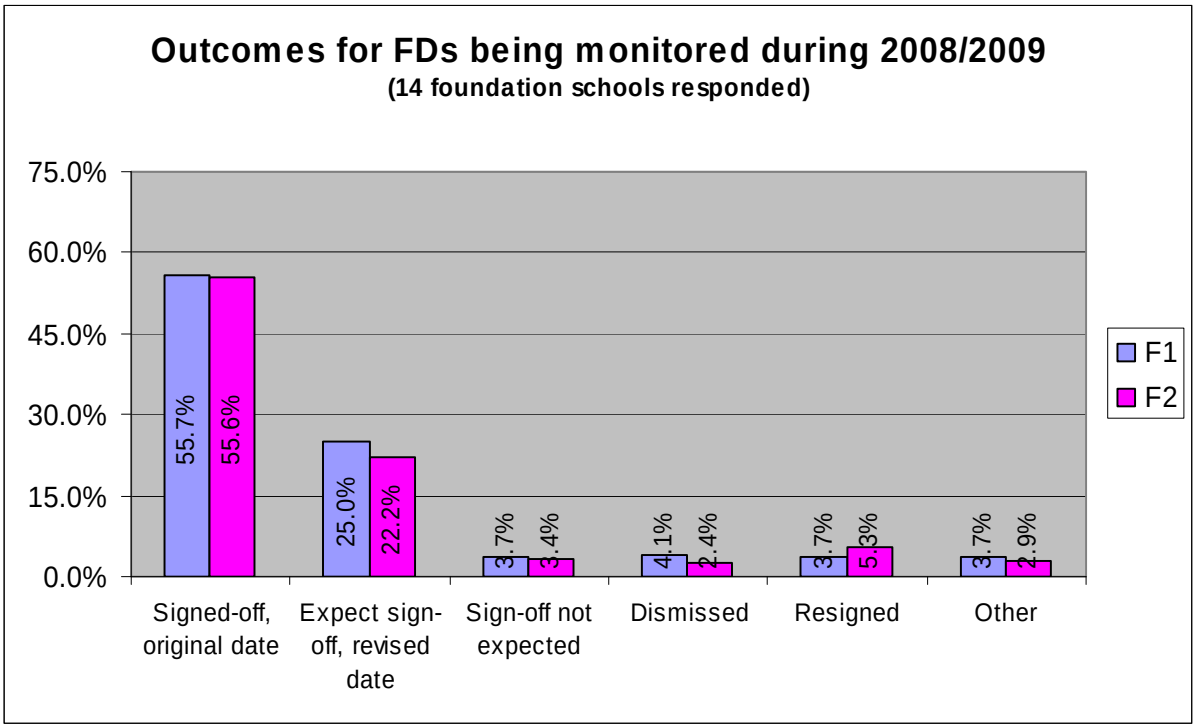
Fourteen foundation schools provided data relating to the outcomes for the foundation doctors being monitored as shown in Table 24. In these schools there were xx F1 and YY F2 doctors being monitored.

Table 24: Outcomes for foundation doctors being monitored

No. FS responded	Outcomes for doctors being monitored	F1	F2
14	Signed-off, original date	136	115
14	Expect sign-off, revised date	61	46
14	Sign-off not expected	9	7
14	Dismissed	10	5
14	Resigned	9	11
14	Other	9	6

For most foundation doctors being monitored the outcome was favourable, with over 55% being signed of by the original end date at both F1 and F2 level. A further 25% for F1 and 22% for F2 are expected to be signed-off by an agreed, extended end date. The outcomes for foundation doctors being monitored are illustrated in Figure 19 as a percentage of the total number of doctors being monitored in the schools providing this data.

Figure 19: Percentage outcomes for foundation doctors being monitored



GMC referrals

There was a total of 8 fitness to practise referrals to the GMC for F1 and 9 for F2, from a total of 21 foundation schools who responded to this question. Table 25 shows the reasons for the GMC referrals.

Table 25: Fitness to practise referrals to the GMC

No. FS responded	Reason for GMC referrals	F1	F2
21	Performance	4	1
21	Misconduct	4	8
21	Health	0	0
	Total	**8**	**9**

From the foundation schools responding to this question, F1 referrals account for 0.1% of F1 doctors and F2 referrals account for 0.2% of F2 doctors.

ACKNOWLEDGEMENT

The UKFPO would like thank all foundation schools for contributing to the FP Annual Report. Particular thanks go to the 10 foundation schools that were able to provide all required data.

Returns by foundation school

Table 26 shows which schools met the deadline and which were able to provide the required data items in each section of the report (excluding section 8 – QAFP data for the last three years).

Table 26: Returns by foundation school

Foundation school	Met deadline	S1 School	S2 Progs	S3 Doctors	S4 Outcomes	S5 Academic	S6 DiD	S7 Tasters
Birmingham	x	✓	✓	✓	x	x	✓	x
Black Country	x	✓	x	✓	x	✓	n/a	✓
Coventry & Warwick	x	✓	✓	✓	✓	✓	n/a	✓
East Anglia	✓	✓	✓	✓	✓	✓	✓	✓
Hereford & Worcester	x	✓	✓	✓	x	✓	n/a	✓
Keele	x	✓	x	✓	✓	✓	n/a	✓
LNR	✓	✓	✓	✓	✓	✓	x	✓
Mersey	✓	x	✓	✓	✓	x	✓	x
North Central Thames	✓	✓	✓	✓	x	✓	✓	✓
North East Thames	x	✓	✓	✓	✓	✓	✓	✓
Northern Ireland	✓	✓	✓	✓	✓	✓	✓	✓
North West Thames	✓	✓	✓	✓	✓	✓	✓	✓
North Western	x	✓	x	✓	✓	✓	✓	✓
Northern	✓	x	✓	✓	✓	✓	✓	x
NYEC	x	✓	✓	✓	✓	✓	✓	✓
Oxford	✓	✓	x	x	x	x	x	x
Peninsula	✓	✓	✓	✓	✓	✓	✓	✓
South Thames	x	✓	✓	✓	✓	✓	✓	✓
South Yorkshire	✓	✓	✓	✓	✓	✓	x	x
Scotland	x	✓	✓	x	✓	✓	x	✓
Severn	✓	✓	✓	✓	✓	✓	✓	x
Trent	✓	✓	✓	✓	✓	✓	✓	x
West Yorkshire	✓	✓	✓	✓	✓	✓	✓	✓
Wales	✓	✓	✓	✓	✓	✓	✓	x
Wessex	✓	✓	✓	✓	✓	✓	✓	✓

Anecdotal evidence suggests that several foundation schools have already identified where their local processes need to be revised in order to be able to provide responses to all questions next year.