Applications from foundation doctors to specialty training

Reporting tool user guide

last updated July 2016

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Overview

The recruitment reports show the proportions of Foundation Year 2 (F2) doctors who apply to and go on to further training in a specialty or general practice (GP).

The reports on application rates are taken from data on the first round of recruitment each year. They break down the proportion of F2 doctors who applied for specialty or GP training programme commencing each August.

These reports were developed in collaboration with Health Education England, NHS Education Scotland, Northern Ireland Medical and Dental Training Agency and Wales Deanery.

The reports also show, at a UK-wide level, the proportions of F2 doctors entering specialty or GP training each year. This is based on the annual census we conduct for the National Training Survey. This shows all doctors in a postgraduate training programme on a single date in March each year.

If you would like further information on the process of specialty recruitment please refer to the NHS medical recruitment web pages http://specialtytraining.hee.nhs.uk/

Purpose of the reports

These reports are part of a series looking at how different cohorts of doctors progress through training. They are intended to support organisations responsible for delivering and assuring training to drive improvements in quality.

Our reports enable Medical Schools and foundation to see the proportions of their graduates applying to different specialty programmes following foundation training.

Analysis of applications can be used in conjunction with information on doctors’ progression for example, the outcomes of postgraduate examinations and annual appraisal for doctors in training to identify and investigate the cause of any observed variation.

The reports can be found on the GMC website:

Foundation School report: http://www.gmc-uk.org/education/14105.asp

The Medical School report: http://www.gmc-uk.org/education/25496.asp
Using the reports

The recruitment reporting tool has two sets of report to show recruitment outcomes firstly by F2 doctors’ Foundation School and then by their Medical School.

Within the Foundation School reports there are several dashboards showing different breakdowns of outcomes including by demographic factors such as gender and ethnic group.

The Medical School reports show recruitment outcomes by primary medical qualification awarding body of individuals, and focuses on progression of trainees based on their undergraduate educational environment.

Main menu for reports by the doctors foundation school

![Main Menu for reports by the doctors foundation school](image)

Main Menu for reports by the doctors’ medical school

![Main Menu for reports by the doctors’ medical school](image)
Understanding the reports

The main menu for each report contains a link to an ‘Understanding the reports’. This page provides basic definitions of the data and links to further documentation to help you understand the reports within the tool.

You can return to this page from anywhere within the reporting tool by selecting the ‘Main Menu’ button and then ‘Understanding the Reports’.

Overview of dashboards by foundation school

Proportions of F2s in specialty training over all recruitment rounds

This dashboard shows the proportion of F2 doctors in specialty or GP training each year following completion of Foundation training. The information is sourced from the GMC National Training Survey census.
**F2 applications by foundation school**

This dashboard shows variation in recruitment outcomes by foundation school. It compares the proportion of F2 doctors from each foundation school making an application to a selected specialty or GP training programme to the average proportion of all F2 doctors.

**F2 recruitment outcomes by foundation school**

*Release Date: 17/06/2018 - Public*

Use the specialty options below to filter the data in the charts.

<table>
<thead>
<tr>
<th>Specialty</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Core Medical Training</td>
<td></td>
</tr>
</tbody>
</table>

**Main menu**

**Tabular data**

Proportions of F2s who made an application to Core Medical Training in round one

<table>
<thead>
<tr>
<th>Foundation School</th>
<th>Proportion (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>University and Northwestern London</td>
<td>70%</td>
</tr>
<tr>
<td>West Central Thames</td>
<td>60%</td>
</tr>
<tr>
<td>North West London</td>
<td>50%</td>
</tr>
<tr>
<td>North Yorkshire East Coast</td>
<td>40%</td>
</tr>
<tr>
<td>East Anglia</td>
<td>30%</td>
</tr>
<tr>
<td>Oxford</td>
<td>20%</td>
</tr>
<tr>
<td>Staffordshire to 2014</td>
<td>10%</td>
</tr>
<tr>
<td>Northwest</td>
<td>0%</td>
</tr>
<tr>
<td>Black Country/Leicestershire to 2014</td>
<td>0%</td>
</tr>
<tr>
<td>North East Thames</td>
<td>0%</td>
</tr>
<tr>
<td>Leicester, Northamptonshire and Rutland</td>
<td>0%</td>
</tr>
<tr>
<td>Birmingham to 2014</td>
<td>0%</td>
</tr>
<tr>
<td>Mersey</td>
<td>0%</td>
</tr>
<tr>
<td>West Midlands - Centre from 2015</td>
<td>0%</td>
</tr>
<tr>
<td>South Thames</td>
<td>0%</td>
</tr>
<tr>
<td>South Yorkshire</td>
<td>0%</td>
</tr>
<tr>
<td>Tayside</td>
<td>0%</td>
</tr>
<tr>
<td>West Midlands - North from 2016</td>
<td>0%</td>
</tr>
<tr>
<td>North Western</td>
<td>0%</td>
</tr>
<tr>
<td>Mersey</td>
<td>0%</td>
</tr>
<tr>
<td>Wales</td>
<td>0%</td>
</tr>
<tr>
<td>Scotland</td>
<td>0%</td>
</tr>
<tr>
<td>London</td>
<td>0%</td>
</tr>
<tr>
<td>West Yorkshire</td>
<td>0%</td>
</tr>
<tr>
<td>West Midlands - South from 2016</td>
<td>0%</td>
</tr>
<tr>
<td>Hampshire</td>
<td>0%</td>
</tr>
<tr>
<td>Hertfordshire, Wiltshire and Berkshire to 2014</td>
<td>0%</td>
</tr>
</tbody>
</table>

**www.gmc-uk.org**
F2 applications by specialty

This dashboard compares the application rates of doctors from a selected foundation school to each different programme specialty. The benchmark is different for each programme specialty and represents the average application rate for all F2 doctors applying to the same specialty.
F2 applications by demographic characteristics

This dashboard presents application rates at a UK-wide level.

Users can select a specialty programme to see the application rates for different cohorts of doctors to this specialty. Demographic variables include ethnicity and primary medical qualification world region, age, gender and deprivation quintile. Deprivation quintile is a measure of socioeconomic status of the doctors at the time of applying to medical school.
Overview of dashboards by medical school

F2 applications by medical school and Educational Performance Measure (EPM)

For a selected programme specialty the report breaks down application rates for F2 doctors for each medical school and the doctors EPM score compared to other graduates of the same medical school in the same year.

The EPM is a measure of clinical and non-clinical skills, knowledge and performance up to the point of application to the Foundation Programme. All applicants to the Foundation Programme, including the Academic Foundation Programme, will be awarded an EPM score.

The EPM score is based on three components, with a combined score of up to 50 points:
- Medical school performance (34 - 43 points)
- Additional degrees (up to 5 points)
- Publications (up to 2 points)

F2 recruitment outcomes by medical school and EPM

Release Date: 17/06/2015 - Public

Use the specialty option below to filter the data in the charts.

Main menu Tabular data

Proportions of F2s who Made an application to ACCS - Emergency Medicine in round one

<table>
<thead>
<tr>
<th>Medical School</th>
<th>EPM</th>
<th>Top 50%</th>
<th>Bottom 50%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keele</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Norwich</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dundee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peninsula</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liverpool</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Warwick</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brighton and Sussex</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leicester</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Southampton</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oxford</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hull York</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

www.gmc-uk.org
F2 applications by specialty and Educational Performance Measure (EPM)

For a selected medical school the report breaks down application rates for F2 doctors for each programme specialty and the doctors EPM score compared to other graduates of the same medical school in the same year.

![Chart showing F2 applications by specialty and EPM](chart.png)
Understanding the charts

In addition to the actual application rates for reporting groups and benchmarks groups, a confidence interval\(^1\) is also displayed to assist contextual interpretation. We use the 95% confidence interval.

Confidence intervals have been used to account for sampling uncertainty across time. Groups with a small number of cases will have wider confidence intervals due to a greater level of uncertainty.

An application rate for the selected cohort is considered an outlier when the 95% confidence interval of this reporting group does not intersect with 95% confidence interval of the benchmark group.

Figure 2 – An example showing the display of outliers

- **Above outlier (1):** An above outlier is any set of values where the lower 95% confidence limit for the given cohort is above the upper 95% confidence limit of the benchmark group’s mean. They are coloured purple.

- **Non-outlier (2):** Although the mean score of a non-outlier may be above or below the benchmark mean, the confidence intervals of these two groups intersect. For these groups, it is not clear if the difference between the cohort pass rate and that of the benchmark is generally representative of differing performance. They are coloured teal.

- **Below outlier (3):** A below outlier is any set of values where the upper 95% confidence limit for the given cohort is below the lower 95% confidence limit of the benchmark group’s mean. They are coloured navy.

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\(^1\) The confidence intervals have been calculated using the recommended method for proportions in Altman et al. (2000) Statistics with Confidence. This approximates a 95 per cent confidence interval based on a Binomial distribution. Altman, DG, Machin, D, Bryant, TN, et al. (2000), Statistics with Confidence, 2nd ed., BMJ Books, London.
Notes and Data Definitions

National Recruitment

The reports only uses data relating to F2 doctor applications to core or run-through programmes during Round 1 of recruitment. Local recruitment and applications made in subsequent rounds of recruitment are not included in this data set.

The majority of programmes follow national (UK-wide) recruitment processes via a lead LETB or a lead college. Note that where indicated by ‘**’ Northern Ireland run separate local recruitment programmes which are not included in this data set.

They are:

- ACCS - Emergency Medicine (via London Shared Services) **
- Broad Based Training (via HE North West)
- Cardio-thoracic Surgery (via HE Wessex)
- Community Sexual and Reproductive Health (via HE East of England)
- Core Anaesthetics Training *includes ACCS - Anaesthetics (via HE West Midlands)
- Core Medical Training *includes ACCS - Acute Medicine (via Royal College of Physicians)
- Core Psychiatry Training (via HE North West) **
- Core Surgical Training (via Core Surgery National Recruitment Office at HE Kent, Surrey and Sussex)
- Clinical radiology (via London Shared Services) **
- General Practice (via National Recruitment Office for General Practice Training)
- General Surgery (Academic Clinical Fellow posts, via HE Kent, Surrey and Sussex )
- Histopathology (via London Shared Services) **
- Medical virology (via NHS Education for Scotland)
- Medical microbiology (via NHS Education for Scotland) **
- Neurosurgery (via HE Yorkshire and the Humber)
- Obstetrics and gynaecology (via Royal College of Obstetricians and Gynaecologists)
- Ophthalmology (via HE South West)
- OMFS pilot (via HE South West)
- Paediatrics (via Royal College of Paediatrics and Child Health)
- Public Health Medicine (via HE East Midlands)**

Note that doctors may apply to more than one specialty

The full list of specialty training recruited locally in Northern Ireland:

- ACCS Emergency Medicine
- Core Psychiatry Training
- Radiology
- Histopathology
- Medical Microbiology
- Public Health
- O&G LATs
- Core Surgical Training LATs

**National Training Survey**

F2 doctors were identified via the census that the GMC conducts to administer the National Training Survey. The census data are collected from deaneries and LETBs.

Details on the census are available here: [http://www.gmc-uk.org/education/nts_documents.asp](http://www.gmc-uk.org/education/nts_documents.asp)

Note that any doctors who remain in F2 over two recruitment years will be excluded from the initial year, on the assumption that they were LTFT trainees and therefore would not be expected to graduate from the F2 level in the initial year
List of Registered Medical Practitioners or GMC medical register

The GMC medical register was used to obtain region of primary medical qualification and gender.

Recruitment Extracts

Application rates are taken from extracts submitted by the recruiting offices. HEE (on behalf of the whole of the UK) collates the submissions from the national recruiting offices and provides the GMC with one data file.

2012 data were obtained in September 2012, it is assumed that all activity pertaining to applications to these specialties in round 1 at entry level was recorded on the systems by this point.

2013 and 2014 data were obtained on 8 July 2013 and 16 May 2014 respectively, it is assumed that all activity pertaining to applications to these specialties in round 1 at entry level was recorded on the systems by this point.

2015 data were obtained on 2 November 2015.

The proportion of F2s who applied
The percentage of doctors applying to specialty training from a foundation school uses the total number of F2 doctors listed as being at the foundation school on the National Training Survey census date as the denominator, including those out of programme on the census date. The number of F2s making an application is taken from the data file provided by HEE on behalf of all national recruitment offices.

“All National” calculates across all applications made by a Doctor. An F2 doctor counted in “All applications” will be counted once if they make an application to one or more specialities.