

Reporting tool user guide

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Overview

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

The reports focus on data from the **first round** of recruitment each year. They break down the proportion of F2 doctors who applied for, received or accepted an offer into a specialty or GP training programme commencing each August.

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

Doctors who do not gain a specialty training post in round 1 may make further applications throughout the year, if additional recruitment rounds are held.

In order to capture the proportions of F2 doctors entering specialty or GP training in round 1 *and* subsequent recruitment we have produced further reports based on information from the annual census we conduct for the National Training Survey. This shows all doctors in training 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 to see how their graduates fare in their training after graduation, as well as showing Foundation Schools the outcomes for their current or recent F2 doctors.

Analysis of recruitment outcomes can be used in conjunction with information on other aspects of doctors' progression for example, the outcomes of postgraduate examinations and annual appraisal for doctors in training.

Purpose of the user guide

This user guide provides an overview of the reporting tool's functionality as well as some context to help understand the data and interpret the charts.

Functionality and navigation is broadly similar across all reports. Minor differences within individual reports are highlighted within this user guide.

Using the reports

The 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.

Entering the reporting tool: 'Understanding the reports'

When entering the reporting tool from the GMC website you are first shown a page called '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'.

To enter the reporting tool select 'The link between a doctor's medical / foundation school and application of F2 doctors to specialty training'.

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>

Main menu

The main menu provides a list of the dashboards within each report and a link back to 'Understanding the reports':

This is the main menu. Use the links below to navigate to a report:



Dashboard overview:

Proportions of F2s in specialty training over all recruitment rounds

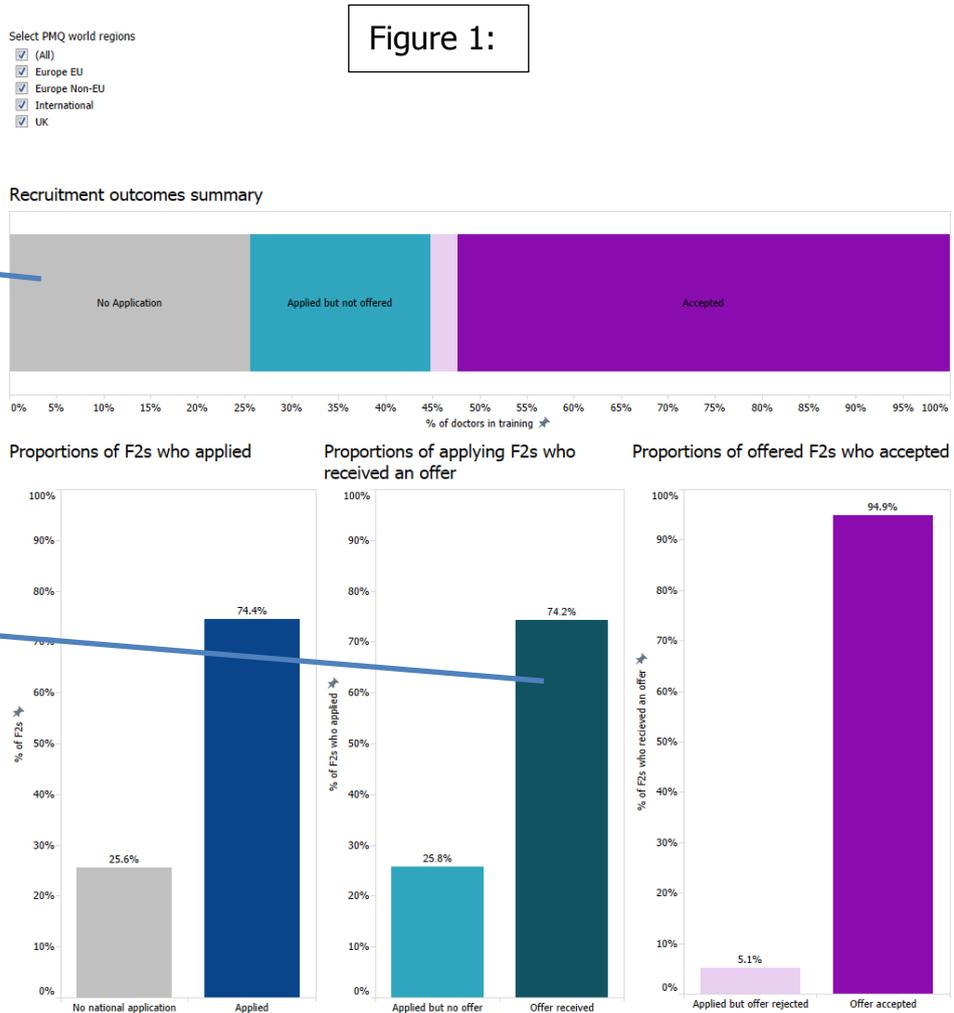
This dashboard shows the proportion of F2 doctors in specialty or GP training each year following completion of Foundation training. The information is sourced from the GMC National Training Survey census each March. In the remainder of the report the data is with respect to F2 doctors entering specialty or GP training through Round 1 recruitment and subsequent recruitment rounds during the year.

The horizontal bar chart at the bottom of the page '*Status of 2012 F2 graduates as of February 2015*' focuses on doctors who completed F2 in 2012. It shows their location as at February 2015 and includes the proportion of doctors practicing as a doctor in the UK but not in further training. This information is based on the GMC medical register.

F2 recruitment outcomes by application status

This dashboard provides an overview of recruitment outcomes for F2 doctors during round 1 of recruitment. This can be viewed for all F2 applicants or broken down by their PMQ world region.

It shows the proportion of F2 doctors who made an application, received an offer and accepted an offer.



F2 recruitment outcomes and demographics by foundation school

This dashboard shows variation in recruitment outcomes by foundation school. It shows the proportion of F2 doctors making an application to specialty or GP training, the proportion who receive an offer and the proportion of offers accepted.

A similar dashboard exists to show variation in recruitment outcomes by medical school.

You can select:

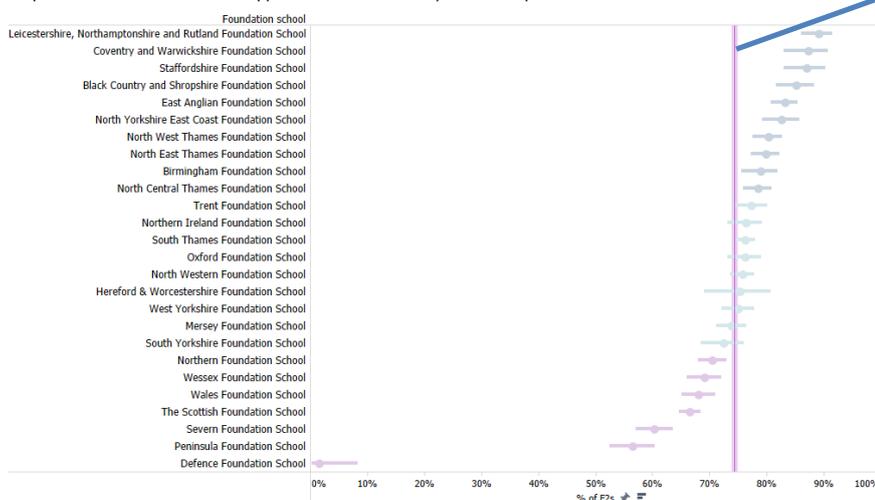
- Application status – Application, Offer and Acceptance
- Specialty programme applied to

The recruitment outcomes are presented by:

- Foundation School
- Gender
- PMQ and Ethnicity Group

Each Foundation school is compared to the national benchmark for all schools

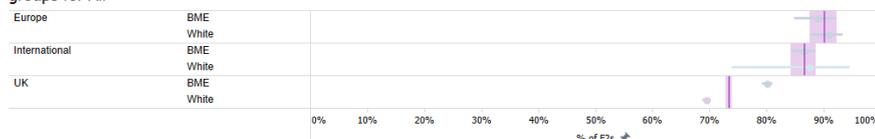
Proportions of F2s who Made an application to All nationally recruited specialties in round one



Proportions of F2s who Made an application to All nationally recruited specialties in round one by gender for All



Proportions of F2s who Made an application to All nationally recruited specialties in round 1 by PMQ and Ethnicity groups for All



F2 recruitment outcomes and demographics by specialty

This dashboard displays recruitment outcomes for each programme specialty for a selected Foundation School.

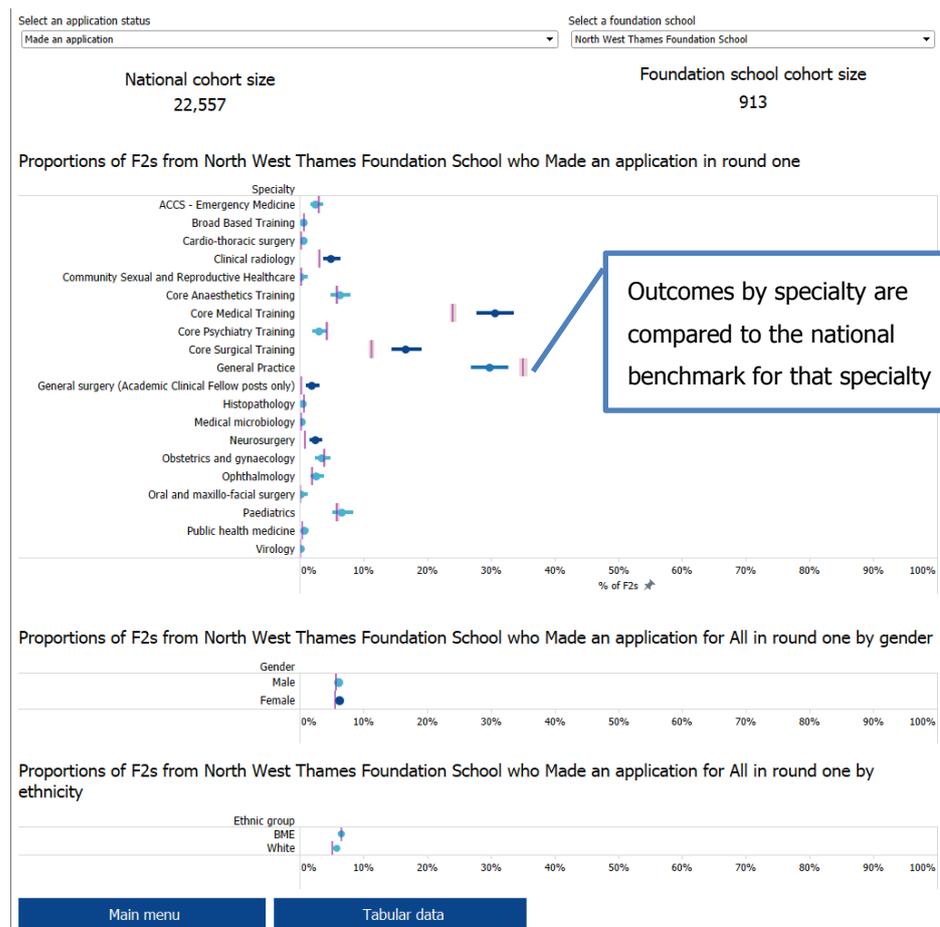
A similar dashboard exists showing applications by specialty and medical school.

You can select:

- Application status – Application, Offer and Acceptance
- Foundation School

The recruitment outcomes are presented by:

- Specialty
- Gender
- Ethnicity



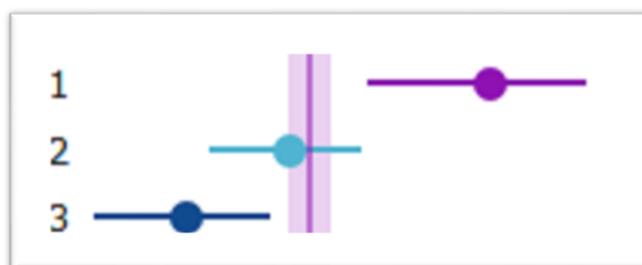
Interpreting the Data

Depending on the selected application status the dashboard will display the rate of application, offer or acceptance. This rate is represented on the display as a dot indicating the average rate of that Foundation School, Gender, Ethnicity and PMQ group.

The concept of outlier status is designed to represent cohorts for which recruitment outcomes are significantly above or below the performance of the benchmark group. An outlier is defined when the 95% confidence interval of a group does not intersect with 95% confidence interval of the benchmark. The confidence interval is displayed visually as a band extending either side of the pass rate. The scale of the confidence band will be affected considerably by the number of F2's that make up a group. In cases where only a small number of trainees make up a group it is likely that the confidence interval will be wide and the likelihood of them qualifying as an outlier is reduced. This reflects a basic assumption that with limited data, interpretations of the outcome data should be conservative.

- **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.

Figure 3 – Pass rates and outliers



Annex: Additional Notes and Data Definitions

National Recruitment

The reports only uses data from F2 doctor applications to Level 1 programmes during Round 1 of recruitment, as of 2014, the majority of these were nationally recruited via a lead LETB or a lead college, to the following specialties:

- 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

This means that local recruitment is not included in the analysis. This includes for Northern Ireland:

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

Data source - 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. The census dates were:

- 30 April 2012
- 26 March 2013
- 26 March 2014

Details on the census are available here: 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
- To reflect that the recruitment analysis only considers recruitment round 1, only Doctors who did not accept a training post in the round 1 and is not in a specialty training post as identified by the NTS census of the following year will be included in the recruitment analysis of the following year.

Data source - List of Registered Medical Practitioners or GMC medical register

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

Data source - Recruitment Extracts

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

2014 Recruitment - was for programmes starting in August 2014

2012 data were obtained 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.

These data were used to derive the following statuses:

Applied - an application is present for the GMC number of the F2 doctor listed in the census. The percentage of doctors applying 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.

Offered - the doctor was offered a place on the training programme. The percentage of doctors offered a position including FTSTA posts from a foundation school uses the total number of F2 doctors who applied from that foundation school as the denominator, which is less than the total number of F2 doctors in the school.

Accepted - the doctor accepted the offered place on the training programme and did not subsequently withdraw their acceptance of the offer. The percentage of doctors accepting a position from a foundation school uses the total number of F2 doctors who were offered a position from that foundation school as the denominator.

Note that "All National" calculates across all applications made by a Doctor. An F2 doctor counted in "All applications" will also be counted in each of the specialties that they applied to. A doctor counted as "offered" in All applications has been offered a position from at least one of their applications, but may not have been offered positions as a result of all of their applications.