

UK Foundation Programme Office

National F2 Career Destination Survey (2012)

1. For the last three years, the UKFPO, at the request of the Medical Education and Training Programme at the Department of Health (England), has surveyed F2 doctors about the next stage of their career.
2. This report describes the career destinations of foundation doctors who completed the F2 in August 2012. These doctors typically graduated from medical schools in 2010.
3. In addition, this report provides information about the number of doctors who intend to work less than full-time and who undertook medical Royal College exams during the F2 year. It also provides details about the proportion progressing to psychiatry and general practice training.

Method

4. As in previous years, all foundation doctors who were due to complete the programme, were expected to participate in the survey. The Foundation School Director's (FSD) Committee supported data collection by only issuing the F2 sign-off document (the FACD) to those doctors who had completed the survey.
5. The 2012 report includes information about each foundation doctor's graduating UK medical school. Previously, broad categories such as 'UK medical school' and 'non-UK medical school' were used. The report also asked if those doctors leaving the UK intend to return within five years.
6. Postgraduate deaneries and their foundation schools gathered the data between March and September 2012. Foundation schools employed a mixed economy of methods to gather the F2 data including use of the UKFPO on-line survey, embedding the questions into local/existing surveys or using the UKFPO developed paper-based questionnaire.
7. The foundation schools that chose to use the online survey provided by the UKFPO changed from 2011 to 2012. Of the 12 foundation schools that used the tool in 2011, six continued with its use whilst the remaining six chose alternative resources. Four new schools utilised the resource. In total, 10 schools used the tool and received 2,512 responses in 2012.

Results

8. All 25 UK Foundation schools provided F2 career destination data.
9. There were 7,346 F2 doctors who successfully completed the Foundation Programme/F2 in August 2012. 98.0% of doctors who satisfactorily completed the programme, provided data about their next career destination.
10. 234 F2 doctors did not successfully complete the F2 year at the expected time and are excluded from the survey. The reasons included: 'extended training has been agreed', 'doctor resigned prior to year completion'.
11. The 98% response rate is an improvement on previous years. The response rate in 2011 was 95%. In 2010 only 23 out of 25 schools provided data and the response rate was 76%.
12. The 2012 respondents include 6,658 foundation doctors on the Foundation Programme and 433 doctors on the Academic Foundation Programme.
13. Table 1 provides details of the career destinations for the F2 completers.

Table 1 – F2 Career destinations (2012)

Destinations for F2 doctors	Foundation Programme	Foundation Programme	All F2 doctors
Specialty training in UK - run-through training programme	34.3%	21.0%	33.5%
Specialty training in UK - core training programme	29.9%	39.7%	30.5%
Specialty training in UK - academic programme	0.8%	14.1%	1.6%
Specialty training in UK - FTSTA	0.8%	1.2%	0.8%
Specialty training in UK - deferred for higher degree	0.1%	0.2%	0.1%
Specialty training in UK - deferred for statutory reasons	0.5%	0.9%	0.5%
Sub-total for specialty (incl. GP) training in UK	66.4%	77.1%	67.0%
Locum appointment for training (LAT) in UK	0.7%	0.2%	0.7%
Specialty training outside UK	1.1%	0.7%	1.1%
Service appointment in UK	3.4%	2.3%	3.3%
Other appointment outside UK	6.7%	5.1%	6.6%
Still seeking employment as a doctor in the UK	7.7%	3.7%	7.4%
Still seeking employment as a doctor outside the UK	5.6%	3.0%	5.5%
Not practising medicine - taking a career break	6.2%	4.4%	6.1%
Not practising medicine - permanently left profession	0.2%	0.0%	0.2%
Other (e.g. anatomy demonstrator, higher education)	1.8%	3.5%	1.9%
Total signed off, known destinations	100.0%	100.0%	100.0%

14. 67% of foundation doctors were appointed to a specialty training post (including GP) in the UK. This compares to 71.3% in 2011 (please see Table 2 for other 2011 comparisons).
15. Of the 4,753 doctors appointed to a UK specialty training post, 2,773 (58.3%) are female, 1,826 (38.4%) are male. The remaining 154 (3.2%) were unknown or responded: prefer not to specify.
16. Following the trend of 2011, those appointed to academic foundation programmes were more likely to secure a specialty training appointment and in particular, were more likely to progress to post-foundation academic training.
17. Appendix A sets out the response rate and career destinations by individual foundation school. Appendix B provides the career destination data by UK medical school.
18. Table 2 provides a comparison of the 2012 and 2011 destinations. The totals have been calculated by combining both foundation and academic foundation programmes.

Table 2 – Comparison of F2 Career destinations for 2011 and 2012

Destinations for F2 doctors	2012	2011
Specialty training in UK - run-through training programme	33.5%	34.0%
Specialty training in UK - core training programme	30.5%	34.0%
Specialty training in UK - academic programme	1.6%	1.5%
Specialty training in UK – FTSTA	0.8%	1.1%
Specialty training in UK - deferred for higher degree	0.1%	0.1%
Specialty training in UK - deferred for statutory reasons	0.5%	0.5%
Sub-total for specialty (incl. GP) training in UK	67.0%	71.3%
Locum appointment for training (LAT) in UK	0.7%	0.4%
Specialty training outside UK	1.1%	0.8%
Service appointment in UK	3.3%	2.3%
Other appointment outside UK	6.6%	7.4%
Still seeking employment as a doctor in the UK	7.4%	6.3%
Still seeking employment as a doctor outside the UK	5.5%	3.7%
Not practising medicine - taking a career break	6.1%	4.6%
Not practising medicine - permanently left profession	0.2%	0.1%
Other (e.g. anatomy demonstrator, higher education)	1.9%	3.0%
Total signed off, known destinations	100.0%	100.0%

Post-foundation employment outside of the UK

19. 471 doctors (6.6%) reported that they had secured a service post outside of the UK and 78 (1.1%) had secured a specialty training post. The majority of doctors who had secured employment outside of the UK had made a positive choice to do this and only 0.8% and 1.3% respectively indicated that this was because they had been unable to find employment in the UK (Table 3).

Table 3 – Preferred choice to leave UK practice

Career destination (OUTSIDE UK)	Preferred choice to leave UK		
	Yes	“No – e.g. unable to find UK employment”	Unknown
Service post	76.4%	0.8%	22.7%
Specialty training post	67.9%	1.3%	30.8%

20. Table 4 provides details of the current intentions of doctors appointed to service and specialty training posts outside of the UK. While the majority of doctors appointed to a service posts outside of the UK intend to return within 5 years, most appointed to training posts are undecided.

Table 4 – Intention to return to UK

Career destination (OUTSIDE UK)	Intend to return to UK practice within five years		
	Yes	No	Unknown
Service post	60.7%	2.5%	36.7%
Specialty training post	32.1%	5.1%	62.8%

Appointments to General Practice and Core Psychiatric Specialty Training

21. Of the 4,753 doctors appointed to UK specialty training, 1,717 (36.1%) progressed to GP training and 222 (4.7%) chose core psychiatric training.
22. Appendices C and D show the percentage of respondents who reported they were appointed to specialty training, general practice and core psychiatry training programmes by foundation school and medical school respectively.

Intention to work less than full-time

23. 6,815 (94.6%) respondents provided details of their intentions to work less than full-time (LTFT) during the next stage of their medical training/career. 474 (6.9%) intend to work LTFT and 31.4% of these doctors are male.

Royal College exams taken during the F2 year

24. 35.9% (2,590) of F2 completers undertook at least one of the following Royal College exams during their F2 year:
- Royal College of Physicians (MRCP Part 1)
 - Royal College of Surgeons (MRCS Part A)
 - Royal College of Paediatrics and Child Health (MRCPCH 1)
 - Royal College of Obstetrics and Gynaecology (MRCOG Part 1).
25. Table 5 sets out the number of doctors who undertook each exam and the respective success rate. The MRCP was the most common examination.

Table 5 - Number of doctors to sit each exam

Royal college exam	Total who sat exam	Pass	Fail	Awaiting outcome / unknown
MRCP Part 1	1,535	64.2%	27.5%	8.3%
MRCS Part A	749	66.7%	25.6%	7.7%
MRCPC Part 1	195	62.5%	0.06%	37.44%
MRCOG Part 1	111	48.6%	40.5%	10.9%

Discussion

26. Around 7 out of 10 doctors completing the Foundation Programme are appointed to specialty training at the time of completing the Foundation Programme. Foundation doctors applying for specialty training are the most likely group to secure appointment at CT1/ST1. In 2012, with four exceptions, the 2012 fill-rates at CT1/ST1 were greater than or equal to 98% (Table 6).

Table 6 – 2012 fill rates at CT1/ST1

Specialty	Level	2012 Fill Rate
Anaesthesia and ACCS Anaesthesia	CT 1	100%
ACCS Emergency Medicine	CT 1	94%
Clinical Radiology	ST 1	100%
Core Medical Training	CT 1	98%
Core Psychiatry Training	CT 1	86%
Core Surgical Training	CT 1	98%
Histopathology	ST 1	84%
General Practice	ST 1	99%
Obstetrics and Gynaecology	ST 1	100%
Ophthalmology	ST 1	100%
Neurosurgery	ST 1	100%
Paediatrics	ST 1	100%
Public Health	ST 1	83%

27. The high fill rates at CT1/ST1 may be partly explained by the majority of doctors who secured appointment outside of the UK returning to the UK within five years as suggested by the responses to the survey. Professor Goldacre, who leads the UK Medical Careers Research Group, has noted (BMJ Careers 20 October 2010) that “now, as in the past, doctors’ medical career trajectories do not invariably take a straight and relentless course from qualification through specialist training to consultant or general practitioner principal posts.”

28. Further information is needed about the long-term career outcomes of recent medical graduates to see what proportion are retained or return to the UK health sector. Proposed changes to the management of medical and dental recruitment should enable the UK-wide tracking of foundation and specialty applicants.

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On behalf of the UK Foundation Programme Office

Acknowledgments:

Data gathering and analysis was conducted by Miss Stacey Forde (UKFPO Project Manager) and Janet Brown (UKFPO Project Director).

Appendix A

2012 response rate and career destinations by individual foundation school:

Foundation school	Number F2 doctors signed-off	% response	Total % appointed to ST (incl. GP) in UK	% other in UK*	% outside UK**	% taking career break	% left the profession	% other***
Birmingham	192	100.0%	83.2%	3.7%	8.9%	3.7%	0.0%	0.5%
Black Country	139	100.0%	74.8%	7.9%	10.1%	5.8%	0.0%	1.4%
Coventry & Warwick	91	100.0%	83.5%	7.7%	4.4%	2.2%	0.0%	2.2%
East Anglia	288	99.3%	77.3%	12.6%	5.9%	3.1%	1.0%	0.0%
Hereford & Worcester	67	100.0%	67.2%	7.5%	13.4%	4.5%	1.5%	6.0%
LNR	168	98.2%	82.8%	5.2%	3.7%	6.7%	0.0%	1.5%
Mersey	358	99.4%	63.1%	20.0%	12.7%	2.8%	0.3%	1.1%
Northern Ireland	239	98.7%	64.0%	7.6%	20.3%	2.5%	0.0%	5.5%
N.C.Thames	340	97.9%	71.5%	10.5%	5.7%	9.3%	0.0%	3.0%
N.E.Thames	318	96.2%	66.9%	14.8%	4.3%	10.2%	0.7%	3.3%
N.W.Thames	301	99.3%	72.9%	8.0%	9.7%	8.0%	0.0%	1.3%
North Western	533	97.7%	68.7%	6.7%	15.5%	5.0%	0.2%	3.8%
Northern	388	96.1%	65.8%	13.4%	14.8%	5.2%	0.0%	0.8%
NYEC	171	97.7%	71.5%	14.5%	9.1%	3.0%	0.6%	1.2%
Oxford	244	91.8%	76.7%	6.7%	8.1%	4.9%	0.0%	3.6%
Peninsula	184	99.5%	59.6%	14.2%	19.1%	5.5%	0.0%	1.6%
S.Thames	835	100.0%	62.0%	15.0%	11.3%	11.0%	0.2%	0.5%
S.Yorkshire	174	99.4%	69.8%	10.5%	11.6%	4.7%	0.6%	2.9%
Scotland	766	96.5%	61.7%	11.2%	21.6%	4.9%	0.1%	0.6%
Severn	287	100.0%	48.3%	15.7%	26.6%	5.2%	0.7%	3.5%
Staffordshire	102	96.1%	80.6%	16.3%	0.0%	2.0%	0.0%	1.0%
Trent	268	100.0%	74.0%	7.5%	9.4%	6.8%	0.0%	2.3%
W.Yorkshire	296	100.0%	69.7%	10.8%	13.8%	4.4%	0.0%	1.3%
Wales	318	93.4%	57.4%	11.8%	21.3%	8.4%	0.0%	1.0%
Wessex	279	96.8%	59.1%	12.6%	17.5%	6.7%	0.0%	4.1%
UK Total	7346	98.0%	67.0%	11.5%	13.2%	6.1%	0.2%	1.9%

* Includes LAT appointments, service appointments and those still seeking employment in the UK.

** Includes all appointments outside the UK plus those still seeking employment outside the UK.

*** Includes any other destination notified, e.g. anatomy demonstrators, undertaking higher education, etc.

Appendix B

2012 career destination data by medical school:

Medical school	Total % appointed to ST (incl. GP) in UK	% other in UK*	% outside UK**	% taking career break	% left the profession	% other***
Aberdeen (University of), School of Medicine	65.1%	8.6%	20.4%	5.3%	0.0%	0.7%
Barts and The London School of Medicine and Dentistry, Queen Mary, University of London	74.1%	9.6%	5.7%	7.8%	0.0%	2.8%
Birmingham (University of), School of Medicine	75.8%	4.4%	11.7%	5.5%	0.3%	2.3%
Brighton and Sussex Medical School	44.9%	14.3%	23.5%	14.3%	1.0%	2.0%
Bristol (University of), Faculty of Medicine	48.6%	11.8%	29.0%	7.8%	0.4%	2.4%
Cambridge (University of), School of Clinical Medicine	86.4%	2.4%	8.0%	2.4%	0.0%	0.8%
Cardiff University, School of Medicine	58.8%	10.6%	22.6%	7.3%	0.0%	0.7%
Dundee (University of), Faculty of Medicine, Dentistry and Nursing	60.3%	11.0%	22.1%	5.1%	0.7%	0.7%
Edinburgh (The University of), College of Medicine and Veterinary Medicine	57.0%	8.2%	27.5%	6.3%	0.0%	1.0%
Glasgow (University of), Faculty of Medicine	67.6%	9.0%	21.0%	2.4%	0.0%	0.0%
Hull York Medical School	72.4%	7.6%	13.3%	5.7%	0.0%	1.0%
Imperial College School of Medicine, London	67.7%	10.5%	8.2%	10.5%	0.7%	2.4%
Keele University, School of Medicine	85.9%	3.8%	7.7%	2.6%	0.0%	0.0%
King's College London School of Medicine (at Guy's, King's College and St Thomas' Hospital)	70.8%	10.7%	8.7%	7.5%	0.0%	2.3%
Leeds (University of), School of Medicine	72.5%	7.8%	10.5%	7.8%	0.0%	1.6%
Leicester (University of), Leicester Medical School	78.8%	9.1%	5.1%	5.6%	0.0%	1.5%
Liverpool (University of), Faculty of Health and Life Sciences	69.0%	12.5%	13.8%	3.0%	0.3%	1.3%
Manchester (University of), Faculty of Medical and Human Sciences	64.8%	7.7%	17.4%	5.9%	0.2%	4.1%
Newcastle (University of), Newcastle Biomedicine, The Medical School	66.9%	9.1%	17.8%	5.3%	0.0%	0.9%
Norwich Medical School, University of East Anglia	74.5%	11.3%	11.3%	2.8%	0.0%	0.0%
Nottingham (The University of), Faculty of Medicine and Health Sciences	67.7%	10.2%	12.6%	7.7%	0.0%	1.8%
Oxford (University of), Medical Sciences Division	83.7%	2.1%	6.4%	4.3%	0.0%	3.5%
Peninsula College of Medicine and Dentistry	57.1%	16.0%	21.0%	5.0%	0.0%	0.8%
Queen's University Belfast, Faculty of Medicine and Health Sciences	64.6%	5.1%	20.0%	3.6%	0.0%	6.7%
Sheffield (The University of), School of Medicine	68.3%	11.9%	12.8%	3.7%	0.0%	3.2%
Southampton (University of), School of Medicine	55.0%	16.5%	17.4%	8.3%	0.5%	2.3%
St George's, University of London	69.6%	13.9%	7.8%	8.3%	0.0%	0.4%
Swansea University, School of Medicine	64.0%	8.0%	12.0%	12.0%	0.0%	4.0%
University College London, University College Medical School	68.5%	11.4%	9.1%	7.8%	0.0%	3.2%
Warwick (University of), Warwick Medical School	77.1%	9.2%	7.2%	3.9%	0.7%	2.0%
Other UK medical school	75.0%	11.0%	5.0%	6.0%	3.0%	0.0%
UK Total	67.8%	9.6%	14.1%	6.2%	0.2%	2.0%
Other EEA (non UK) country	57.6%	29.7%	5.2%	4.7%	0.6%	2.3%
Other non-EEA/non-UK country	57.1%	36.9%	0.5%	4.9%	0.3%	0.3%
Non-UK Total	57.2%	34.6%	2.0%	4.8%	0.4%	0.9%

* Includes LAT appointments, service appointments and those still seeking employment in the UK.

** Includes all appointments outside the UK plus those still seeking employment outside the UK.

*** Includes any other destination notified, e.g. anatomy demonstrators, undertaking higher education, etc.

Appendix C

2012 appointment to specialty training, GP and Psychiatry by foundation school:

Foundation school	Total % appointed to ST (incl. GP) in UK	Total % appointed to GP in UK	Total % appointed to Psychiatry in UK
Birmingham	83.7%	29.5%	3.2%
Black Country	74.8%	33.8%	0.7%
Coventry & Warwick	83.5%	29.7%	6.6%
East Anglia	77.3%	24.8%	0.0%
Hereford & Worcester	67.2%	40.3%	3.0%
LNR	82.8%	21.6%	2.2%
Mersey	63.1%	21.4%	3.7%
Northern Ireland	64.0%	16.9%	4.2%
N.C.Thames	71.5%	19.2%	1.2%
N.E.Thames	66.9%	25.6%	3.3%
N.W.Thames	72.9%	18.1%	2.0%
North Western	68.7%	31.9%	2.3%
Northern	65.8%	19.7%	4.4%
NYEC	71.5%	31.5%	3.6%
Oxford	76.7%	26.9%	4.5%
Peninsula	59.6%	25.1%	3.3%
S.Thames	62.0%	23.2%	2.6%
S.Yorkshire	69.8%	22.7%	3.5%
Scotland	61.7%	21.3%	3.4%
Severn	48.3%	16.4%	3.1%
Staffordshire	80.6%	30.6%	8.2%
Trent	74.0%	27.5%	3.4%
W.Yorkshire	69.9%	33.4%	5.7%
Wales	57.4%	23.6%	2.0%
Wessex	59.1%	20.8%	4.1%
UK Total	67.0%	24.2%	3.1%

Appendix D

2012 appointment to specialty training, GP and psychiatry by medical school:

Medical school	Total % appointed to ST (incl. GP) in UK	Total % appointed to GP in UK	Total % appointed to Psychiatry in UK
Aberdeen (University of), School of Medicine	65.1%	25.7%	2.6%
Barts and The London School of Medicine and Dentistry, Queen Mary, University of London	74.1%	29.4%	3.2%
Birmingham (University of), School of Medicine	75.8%	32.7%	2.9%
Brighton and Sussex Medical School	44.9%	20.4%	3.1%
Bristol (University of), Faculty of Medicine	48.6%	15.5%	2.0%
Cambridge (University of), School of Clinical Medicine	86.4%	11.2%	1.6%
Cardiff University, School of Medicine	58.8%	24.5%	1.8%
Dundee (University of), Faculty of Medicine, Dentistry and Nursing	60.3%	19.9%	5.9%
Edinburgh (The University of), College of Medicine and Veterinary Medicine	57.0%	20.8%	1.9%
Glasgow (University of), Faculty of Medicine	67.6%	18.6%	3.8%
Hull York Medical School	72.4%	31.4%	1.9%
Imperial College School of Medicine, London	67.7%	16.0%	2.7%
Keele University, School of Medicine	85.9%	38.5%	5.1%
King's College London School of Medicine (at Guy's, King's College and St Thomas' Hospital)	70.8%	25.7%	3.2%
Leeds (University of), School of Medicine	72.5%	29.8%	4.7%
Leicester (University of), Leicester Medical School	78.8%	28.3%	3.0%
Liverpool (University of), Faculty of Health and Life Sciences	69.0%	25.9%	2.4%
Manchester (University of), Faculty of Medical and Human Sciences	64.8%	25.1%	2.9%
Newcastle (University of), Newcastle Biomedicine, The Medical School	66.9%	23.8%	2.8%
Norwich Medical School, University of East Anglia	74.5%	36.8%	1.9%
Nottingham (The University of), Faculty of Medicine and Health Sciences	67.7%	24.6%	1.4%
Oxford (University of), Medical Sciences Division	83.7%	12.8%	4.3%
Peninsula College of Medicine and Dentistry	57.1%	26.1%	3.4%
Queen's University Belfast, Faculty of Medicine and Health Sciences	64.6%	16.9%	4.1%
Sheffield (The University of), School of Medicine	68.3%	33.5%	3.7%
Southampton (University of), School of Medicine	55.0%	23.9%	2.8%
St George's, University of London	69.6%	27.0%	2.2%
Swansea University, School of Medicine	64.0%	20.0%	0.0%
University College London, University College Medical School	68.5%	17.9%	2.6%
Warwick (University of), Warwick Medical School	77.1%	27.5%	2.6%
Other UK medical school	75.0%	25.0%	0.0%
UK Total	67.8%	24.4%	2.8%
Other EEA (non UK) country	57.6%	19.8%	5.2%
Other non-EEA/non-UK country	57.1%	23.2%	7.4%
Non-UK Total	57.2%	22.1%	6.7%