

FOI Request 14th December 2020: Collated Minutes from the National Recruitment Delivery Group (RDG) and UK Foundation Programme (UKFP) Board. References to Educational Achievements.

RDG November 2019

9	<p>Foundation Review</p> <p>2) Review of Component Parts of the FP Application Score The question of 43 +7 + 50-does this make up the right mix of the application score? The decile ranking is more predicative on the top end and the SJT is more predictive on the bottom end. There was some discussion on if we removed the 7 points for educational achievements. The range would need to be changed.</p>	
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RDG January 2020

5	<p>Foundation Review</p> <ul style="list-style-type: none"> Review of Algorithm and Application Score <p>Paper 14 was shared for discussion to explore the possibilities for review of the algorithm used to allocate trainees to the UK Foundation Programme (UKFP) in line with recommendation 9 of Health Education England's (HEE's) review of foundation training. The implementation group would like to propose a change in the composition and weighting of the component parts of the application score, and two possible options for consideration by the national Recruitment Delivery Group (RDG) in regard to the algorithm.</p> <ol style="list-style-type: none"> 1. Change the algorithm/scoring system which allocates applicants. This could mean decreasing the weighting on the SJT (increasing the weighting of the medical degree), and/or removing Educational Achievements. The former would probably be generally popular and the latter largely contentious. 2. Allocate applicants by Medical School or by home address (maybe giving them a choice which one). <p>There was a 3rd offer suggested at the meeting which was:</p> <ol style="list-style-type: none"> 3. Award extra EPM points for preferencing less popular areas: this could apply to Foundation Schools/Groups/Programmes. <p>These questions were discussed but a decision was not reached by the group. A decision on whether or not to implement these changes will be made by the UKFPO Board.</p>	
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RDG March 2020

2	<p>Minutes of the previous meeting</p> <p>Item 5 of the previous meeting was discussed regarding the Review of Algorithm and Application Score. These questions were discussed but a decision was not reached by this group. A decision on whether to not to implement these changes will be made by the UKFP Board.</p> <p>CD – Decisions taken were by other committees and several groups amalgamated. The final decision was made by the UKFPO and MDRS Board. The role of this group is an advisory group not a delivery group. AE expressed that a mistake had been made due to the lack of clarity regarding the process followed. CD has escalated concerns with regards to governance. The foundation review is owning most of the changes, we are outside of capacity to change it – four leads for UKFP, including the two co-chairs agreed to the removal of the EA component</p>	
4	<p>UKFP 2021</p> <ul style="list-style-type: none"> ➤ Medical School Guidance - Not discussed at this meeting ➤ Eligibility Applicant Handbook 2021 - Not discussed at this meeting ➤ Pre-Allocations to Support UG to PG Transition - Not discussed at this meeting ➤ Removal of EA scores <p>The decision has been made to remove this in 2022. There was a discussion of how this will affect medical school students this summer and that there needs to be sufficient time for students to adjust their plans. Vote taken by the group. The group were unanimous in the view that it would be too soon for the removal of the EA score to be removed for UKFP 2021. Two committee members voted for this action to be taken for UKFP 2022 and eleven committee members voted for this change to occur for UKFP 2023 and beyond. The vote reflects the differing views of the group and the outcome will be shared with the UKFP Board, and ultimately the MDRS Board for a final decision to be taken. It importance of giving students as much notice as possible to make plans was emphasised and agreed.</p> <p>Action – It was agreed for each member of the committee to send two bullet points of concerns to CD by this time next week.</p> <p>Action CD – To raise with Lead Deans.</p> <p>Action JMCL – To look at data and share with the group.</p>	<p>CD</p> <p>CD JMCL</p>

RDG April 2020

10	<p>Any other business</p> <p>Removal of Educational Achievement (EA) Points</p> <p>JMc asked if there was an update regarding this. TY said that everyone was in agreement with the principal to remove EA points, but that amendments to the process were not to be rushed. EA points will not be removed prior to UKFP 2023-24. Further discussion will need to take place at a future meeting.</p>	
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RDG May 2020

2	<p>Minutes of the previous meeting</p> <p>Notes on previous minutes:</p> <p>Regarding Item 10, to please note the majority accept the principle (which is also misspelled) of removing EA's except for the BMA and Anne Edwards. Wording to be amended to state that the group accept the change (no earlier than 2023), rather than being in agreement with the idea.</p> <p>Notes on previous actions:</p> <p>All actions from previous meeting have been completed</p> <p>The minutes from the previous meeting were approved.</p>	
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RDG September 2020

7	<p><u>Considerations for UKFP 2022</u></p> <ul style="list-style-type: none"> ➤ Removal of Educational Achievements <p>This item was not discussed and will be moved to the October meeting.</p>	
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RDG October 2020

4	<p><u>Considerations for UKFP 2022</u></p> <ul style="list-style-type: none"> ➤ Removal of Educational Achievements (EA) Score <p>The feedback from RDG members was discussed at the UKFP Board in regard to the timing of the removal of the EA score. The board referred this decision to MDRS Programme Board who are currently consulting on whether the EA score should be removed in 2022 or 2023. The four-nation statutory education leads are also being consulted of this matter tonight (Thursday 29th October). The outcome of these discussions will be shared with RDG members offline at the earliest opportunity.</p> <p>ACTION: to share the outcome of senior discussions with RDG as soon as it is known.</p>	CD/TY
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RDG November 2020

2	<p>Minutes of the last meeting and matters arising</p> <p>Notes on previous minutes:</p>	
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	<p>Page 7, section 4: Removal of Education Achievements The outcome from the meeting is EAs will be removed in 2023.</p> <p>JMcL stated that this information will need to be cascaded to medical schools as quickly as possible. This group will need to decide on a comms action plan to move forwards with cascading the information.</p>	
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UK FP Board February 2020

9	<p><u>2021 Recruitment</u></p> <p><u>Educational Achievements</u></p> <p>There was broad and wide-ranging discussion on whether EPM components should be reviewed. Agreed there is value of SJT and EPM. There is a question around value of EA in foundation recruitment and no evidence that it makes a difference to satisfactory progress in Foundation Programme with a concern around the fact that 71% of applications include EA. This means that it is becoming the norm rather than an exception which could disadvantage those with less financial resources (due to the cost of additional degrees).</p> <p>The Board is asked to support the proposal to remove EA within a time period. JH advised HEE are keen for a one year time period. LC highlighted BMA medical students' committee has a strong policy against removal of EA as it encourages students to undertake additional work/achievements. CM highlighted that university assessment score also takes into account student's achievement so is there a risk of double counting. The Board agreed that additional achievements including intercalated degrees can be valuable to individuals especially if done for the right reasons but are not necessary for progress in foundation. The group discussed whether students undertake the intercalated year for extra points to aid getting the geography they want. KPS advised she was not against removal of EA however advised caution around implementation without a lead in time for students to be made aware of the changes and highlighted regulations. JH considered that these were not applicable but would seek a legal opinion.</p> <p>Following lengthy discussion, the board agreed to support the proposal to remove EA however felt that at least a 2-3 year timeframe was required which would allow sufficient time for advising students and to further model the weighing of the scores. The BMA position was noted.</p> <p>In line with UKFPO governance, this proposal and the Board's view would be taken to MDRS.</p> <p>ACTION: CM to feed the discussion back to MDRS for final decision. ACTION: JH to seek legal advice and before next the MDRS meeting.</p>	<p>CM JH</p>
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UK FP Board October 2020

6	<p>Other Items for Consideration</p> <p>➤ Date for Removal of Educational Achievements</p> <p>Some board members have concerns in regard to implementing this in 2022 versus 2023. Students that have just started their intercalated degrees this week will not be able to obtain EA points. However, as the UKFP guidance for 2022 has yet to be published, this is a risk the students have taken on their own and the hope is they are seeking higher education, not just additional application points. The BMA Medical Students Committee has voiced their wish to not remove EAs.</p> <p>ACTION: Charlotte will take the removal of EAs to MDRS board for a decision by presenting them with the risks of doing so in 2022 versus 2023.</p>	CD
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