
**Report on applications for NHS pre-registration trainee pharmacist places in
England & Wales for the 2014 intake (1st round of recruitment)**

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Introduction

The National Recruitment Scheme is the system through which pharmacy undergraduates and OSPAP students apply for pre-registration trainee pharmacist posts in NHS hospitals in England and Wales. The application stage of recruitment is handled by Pharmalife (Webstar Health) with all other stages of recruitment handled by the hospitals or regional panels. Recruitment for the 2014 intake of trainees took place in 2013. This report provides a summary of the application stage of recruitment for the first round of recruitment for the 2014 intake of trainees.

Number of places advertised

There was a similar number of pre-registration training positions advertised as last year (n = 646 for the 2014 intake and n= 642 for the 2013 intake).

Number of applications

There were a total of 6258 applications from 1611 students for the 2014 intake. This is a **3.8% increase** in applications compared with the 2013 intake (6026 applications and 1559 students) and a 18.5% increase in applications compared with the 2012 intake (5280 applications and 1358 students).

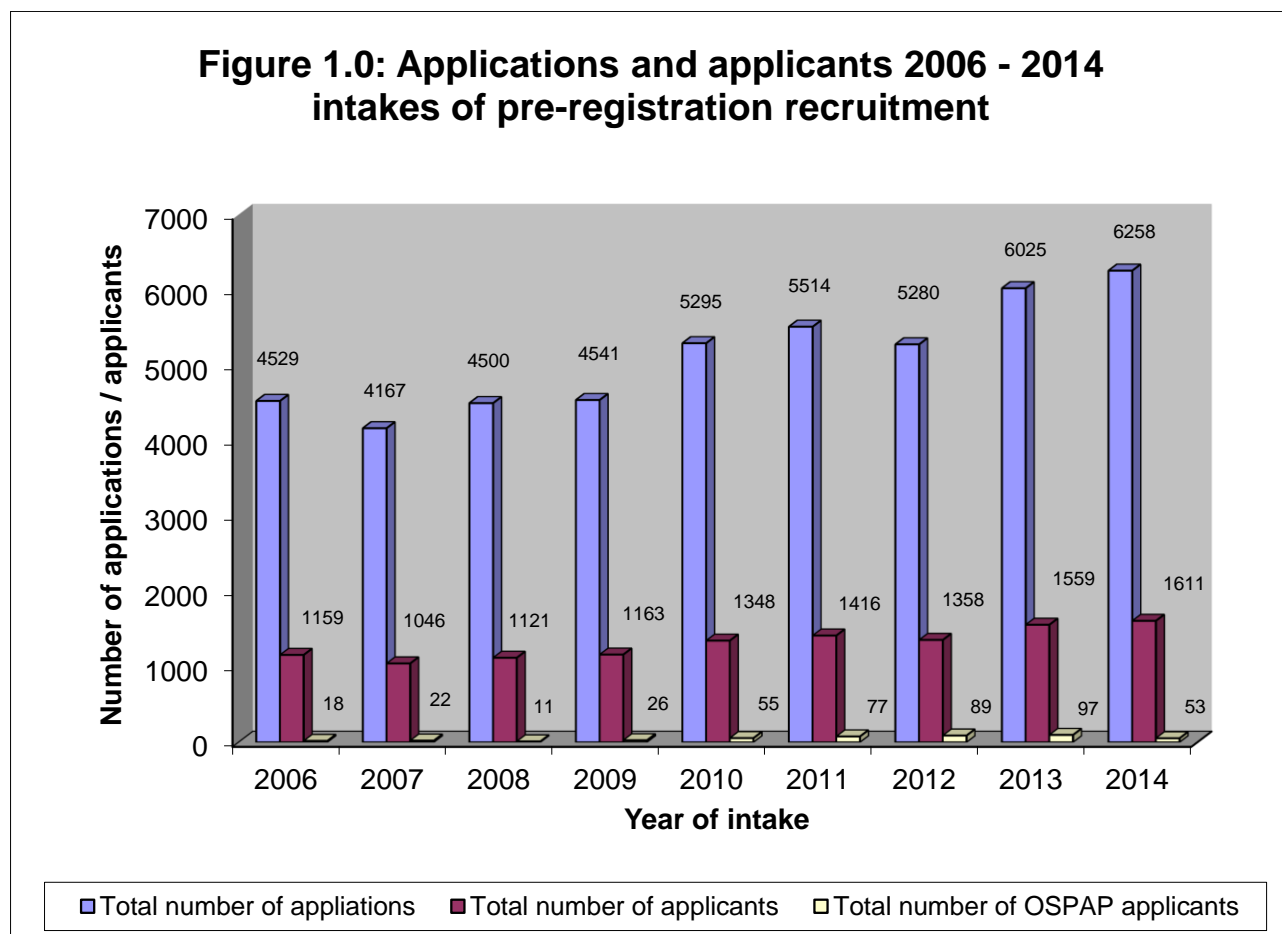
53 applicants were from the Overseas Pharmacist Assessment Programme (OSPAP course) compared with 97 for the 2013 intake and 86 for the 2012 intake. There was also 1 applicant who is an EEA Pharmacist required by the GPhC to undertake pre-registration training.

The application statistics are shown in figure 1.0 on page 2.

Timing of applications

2.89% of applications (n = 181) had been made by the end of June. The majority of applications were made in August 95.5% (n= 5978) with 70% 38.2 % (n = 4395) of applications made in the last three days. The numbers of "last minute" applications was much **higher** than last year when the figure was 38.2% (2013 intake) but similar to the 2012 and 2011 intakes (69% and 65.9%). No late applications were accepted and students who missed the deadline were advised to apply in the second round.

Figure 1.0: Applications and applicants



Applications per hospital

170 hospitals advertised places for the 2014 intake. There was an average of 36.8 applications per hospital (range 2 – 223) compared with an average of 35.44 applications per hospital for the 2013 intake and 30.7 applications per hospital for the 2012 intake.

On average there were 9.69 applications per advertised post (compared with an average of 9.4 applications per advertised post for the 2013 intake and 8.0 applications per post for the 2012 intake).

There were a total of 1611 students applying for 646 advertised posts (2.49 students applied per advertised post for the 2014 intake, which is **higher** than last two years (2.38 students applied per advertised post for the 2013 intake and 2.05 students applied per advertised post in the 2012 intake).

Kings Health Partners, Imperial College Healthcare NHS Trust and University College London, Hospitals NHS Foundation Trust received the highest number of applications, each receiving over 200 applications. However each of these hospitals advertised over 20 places. Three non-London hospitals were in the top 10 (same number as last year), and eleven were in the top 20 (compared with ten last year).

The average number of applications per hospital and the average number of applications per post advertised were **higher** than last year.

Applicants from Schools of Pharmacy

Applications were made from the following Schools of Pharmacy.

Intake	Number of MPharm applicants								
	2006	2007	2008	2009	2010	2011	2012	2013	2014
Aberdeen	43	45	43	45	39	53	36	32	25
Aston	92	90	62	68	65	61	39	43	60
Bath	87	70	52	67	64	77	50	61	71
Belfast (Queens)	7	9	8	6	5	2	7	4	7
Bradford	41	33	48	42	58	31	34	37	36
Brighton	69	80	75	85	65	74	51	42	66
Cardiff	66	61	67	44	66	72	63	63	73
Central Lancashire						18	32	33	32
Hertfordshire				22	49	60	44	64	71
Huddersfield							29	38	32
Keele					23	27	34	40	50
Kingston			30	47	52	59	43	90	74
Leicester	59	54	65	47	44	40	49	44	47
Liverpool	66	48	42	77	45	54	55	53	60
London Kings	71	52	72	50	69	55	64	60	96
London (University College)	112	126	116	99	98	99	95	128	118
Manchester	98	99	107	89	94	82	100	85	86
Medway			47	42	88	84	56	62	84
Norwich (UEA)		28	53	43	56	55	48	63	79
Nottingham	98	85	82	79	111	108	116	124	122
Portsmouth	91	58	46	67	64	47	50	64	57
Reading				20	54	60	44	56	51
Strathclyde	22	18	8	10	17	24	36	51	46
Sunderland	94	90	87	77	49	57	67	91	76
University of Ulster								1	2
Wolverhampton					17	11	26	27	36

	Number of OSPAP applicants								
Intake	2006	2007	2008	2009	2010	2011	2012	2013	2014
International **	21	22	11						
Aberdeen OSPAP PgDip				0	2	6	7	6	0
Aberdeen MSc OSPAP						3	4	6	0
Aston OSPAP PgDip				9	35	30	36	17	9
Aston MSc OSPAP								9	6
Brighton OSPAP PgDip				11	11	20	19	22	11
Brighton MSc OSPAP								5	4
Hertfordshire OSPAP PgDip							2	3	2
Kingston OSPAP PgDip						0	7	14	5
Sunderland OSPAP PgDip				6	8	17	12	2	4
Sunderland MSc OSPAP								13	12
	Number of EEA Pharmacist applicants***								
Intake	2006	2007	2008	2009	2010	2011	2012	2013	2014
EEA*** Schools of Pharmacy							3	6	1
Total number of applicants (MPharm + OSPAP + EEA Pharmacists)	1137	1068	1121	1163	1348	1416	1358	1559	1611

** The 2009 intake was the first time that we had a breakdown of the Schools of Pharmacy for the OSPAP course.

*** EEA Pharmacists with notification from the GPhC to undertake pre-registration training (adaptation training)

Academic references

Academic references were not received for a total of 45 MPharm students. 41 of these students submitted their academic referee details after the 30th June deadline and 3 students did not provide academic referee details at all therefore Pharmalife did not collect these references. 1 student submitted their referee details on time but the referee did not provide a reference.

Referees for students who met the 30 June deadline were contacted during August to chase outstanding references. In addition a list of outstanding references was sent to the pre-registration co-ordinator at each school of pharmacy to ask them to follow up the references or find a replacement referee if necessary. If no reference has been collected for the student the application specified the reason e.g. No reference because academic referee details submitted late. Or – academic referee details submitted on time but referee did not submit reference.

The validity of all applications and academic references were confirmed and applications from anyone who was not eligible to apply were removed.

Appointment:

593 of the 646 advertised places were filled in the first round. 8 of these were filled by regional clearing. 2 regions filled all of their vacancies in the first round.

38 hospitals had vacancies remaining after the first round and 33 of these hospitals entered their vacancies into the second round. 5 decided to reduce their numbers rather than put vacancies into the second round resulting in a loss of 6 commissioned places.

47 places were advertised in the second round

Offers and responses to offers:

793 offers were made in the first round (i.e. 200 offers were turned down by students). The majority of offers were made prior to 04 October deadline with only 10 offers made after this date.

Students were asked to respond to offers online within 72 hours and could choose to either accept, reject or 'hold' the offer. 96% of offers (763 offers) were responded to within 72 hours. Students who had not responded to an offer within 72 hours were sent a reminder email. 63% of these outstanding offers (19/30) were responded to within 24 hours of receipt of the reminder email. This demonstrates that the majority of students acted in accordance with the guidelines.

184 offers were placed on hold and the length of time that an offer was held was very variable ranging from less than 24 hours to 3 weeks. 37.5% of offers (n= 69) were held for less than 72 hours, 32.6% of offers (n = 60) were held for 72 hours – 1 week, 25.5% of offers (n = 47) were held from 1 – 2 weeks and 4.4% of offers (n = 8) were held for 2 – 3 weeks. Hospitals were slow to update their reserve lists and despite frequent reminders from Pharmalife some hospitals filled all their places but left some students on reserve lists or with uncoded interview outcomes. This impacted on the length of time students kept offers on hold as they were waiting to hear from all hospitals before making a final decision.

A total of 593 offers were accepted. 11 of these offers were accepted after 04 October. However all 11 of these offers were made on or after 04 October to students on reserve lists.

582 offers were made and accepted on or before 04 October. Of these 582 offers 6.5% of these offers (n=38) were accepted in the last 3 days before the deadline (02 – 04 October) the remainder were accepted on or before 01 October. This indicates that the majority of students did not hold onto offers until the last minute.

3 students rescinded on offers that they had accepted. 2 of these students rescinded prior to 04 October because they accepted an offer in Scotland. One of the hospitals was able to fill the place from their reserve list but the other hospital had to put the place into the second round. The other student was made an offer from Industry on 14 October. The hospital placed the vacancy into the second round. All 3 students were professional in the way that they rescinded the accepted offer in line with the joint BPSA guidelines.

Discussion and conclusions

Overall the website has performed extremely well with hospitals receiving their applications on the agreed date (Saturday 01.09.2013). There were a no technical problems reported.

The monitoring and reporting functionality was improved this year which enabled us to analyse information in more detail e.g. offers and responses to offers.

Regional co-ordinators will be invited to provide feedback and gather feedback from hospitals in their region on the website in preparation for improvements for the 2015 intake of recruitment.