

FOUNDATION TRAINING ARCP OUTCOME CODES

Outcome codes

Outcome Code	Description	Notes
1	Satisfactory completion of F1	The F1 ARCP panel should only use this outcome for foundation doctors who meet the requirements for satisfactory completion of F1
3	Inadequate progress – additional training time required	(Applicable to both F1 and F2) This outcome should be used when the ARCP panel has identified that an additional period of training is required which will extend the duration of training. The panel must make clear recommendations about what additional training is required and the circumstances under which it should be delivered (e.g. concerning the level of supervision). It will, however, be a matter for the deanery/foundation school to determine the details of the additional training within the context of the panel’s recommendations, since this will depend on local circumstances and resources. The overall duration of the extension to training should normally be for a maximum of one year. The panel should consider the outcome of the remedial programme as soon as practicable after its completion. The deanery/foundation school should inform the employer and training placement provider if this outcome is assigned.
4	Released from training programme	(Applicable to both F1 and F2) If the panel decides that the foundation doctor should be released from the training programme, the deanery/foundation school should discuss with the GMC as there may be fitness to practise concerns. The panel should seek to have employer representation.
5	Incomplete evidence presented – additional training time may be required	(Applicable to both F1 and F2) The panel can make no statement about progress or otherwise since the foundation doctor has supplied either no information or incomplete information to the panel. If this occurs, the foundation doctor may require additional time to complete F1/F2. The panel will set a revised deadline for completion of the e-portfolio and associated evidence. Once the required documentation has been received, the panel should consider it. The panel does not have to meet with the foundation doctor and the review may be done “virtually” and issue an alternative outcome.

6	Recommendation for the award of the Foundation Achievement of Competence Document	The F2 ARCP panel should only use this outcome for foundation doctors who meet the requirements for satisfactory completion of the Foundation Programme/F2.
8	Time out of Foundation Programme	(F2 only) It is unusual for foundation doctors to take such a career break. However, the panel should receive documentation from the foundation doctor indicating what they are doing out of programme and their expected date of return.

Unsatisfactory - U Codes

'U' code	Reason	Explanatory Notes
U1	Record Keeping and Evidence	Trainee failed to satisfactorily maintain their Royal College/ Faculty/ Foundation E-Portfolio including completing the recommended number of Workplace-Based Reviews; Supervised Learning Events, Audits; Research; structured Education Supervisors report; in accordance with recommendations for that particular Year of Training in line with the Royal College/Faculty/Foundation curriculum requirements.
U2	Inadequate Experience	Training post (s) did not provide the appropriate experience for the year of training being assessed in order to progress. As a result the trainee was unable to satisfy the Royal College/Faculty/Foundation curriculum requirements for the year of training.
U3	No Engagement with Supervisor	Trainee failed to engage with the assigned Educational Supervisor or the training curriculum in accordance with the Royal College/Faculty/Foundation requirements for that particular year.
U4	Trainer Absence	Nominated Educational Supervisor or Trainer did not provide the appropriate training and support to the Trainee because of their absence on a sabbatical; through illness or other reasons; and no nominated Educational Supervisor deputy took over to ensure that an appropriate level of training was maintained. As a result the trainee was unable to satisfy the Royal College/ Faculty/ Foundation curriculum requirements for the year of training.
U7	Trainee requires Deanery Support	Trainee has issues to do with their Professional personal skills for example: - behaviour / conduct / attitude / confidence / time keeping /

		communications skills etc. and requires the support of the Deanery Performance Team.
U8	Other reason	This may include the trainee having failed to participate in systems of quality assurances and quality improvement projects. (Please specify)
U9	Inadequate attendance	Trainee exceeded the maximum permitted absence of four weeks from training (other than annual leave) and/or has unsatisfactory attendance at formal teaching sessions. *This code should NOT be used to describe a less than full-time (LTFT) foundation doctors who has satisfactorily attended their pro-rata FP/formal teaching sessions.
U10	Assessment / Curriculum outcomes not achieved	Trainee has failed to meet the outcomes of the FP Curriculum and/or pass the assessments required for satisfactory completion of F1/F2. Formal assessments include: <ul style="list-style-type: none"> • Core procedures for F1 • TAB • Clinical supervisor end of placement reports • Educational supervisor end of placement reports; and • Educational supervisor's end of year reports.

N codes

'N' code	Reason	Explanatory Notes
N14	Less than full-time (LTFT) / out of phase – no concern	Achieving progress and the development of outcomes at the expected rate.
N15	Less than full-time (LTFT) / out of phase – some concern	May not be achieving progress or development of outcomes at the expected rate.
N1	Trainee Sick Leave	Trainee on long-term sickness or other health issues have impacted on ability to complete the year of training being reviewed.
N2	Trainee Maternity/ Paternity Leave	Trainee cannot be reviewed whilst on maternity leave
N3	Trainee not In Post Long Enough	Too soon to complete a meaningful Annual Review within the ARCP reporting period.
N6	Trainee Missed Review	Trainee did not attend the Review when required.I.e. Analysis from Deaneries is that where a review panel was not arranged until July at end of reporting year and trainee could not attend for last minute family reasons; transport problems etc. Panel had to be

		rearranged in early August but outside of GMC reporting period.
N10	Trainee on suspension for Gross Misconduct	Trainee currently suspended from training either as a result of GMC Suspension or local Trust or other local disciplinary proceedings due to gross misconduct.
N11	Trainee on suspension - other reason	Trainee currently suspended for reasons other than gross misconduct.
N21	Resignation - without training issues	Resignation no remedial training undertaken or offered
N22	Resignation – with training issues	Resignation received trainee would have been offered or trainee undertook remedial training.
N16 N17 N18 N19 N20	Trainee dismissed	<p>The trainee was dismissed prior to programme completion.</p> <p>Please specify if</p> <ul style="list-style-type: none"> • Dismissed: no remedial training undertaken • Dismissed: received remedial training <p>Also whether:</p> <ul style="list-style-type: none"> • Dismissed: no GMC referral • Dismissed: following GMC referral
N13	Other reason	(Please specify)

(Codes N4-N5 and N7-N9 are intentionally not included as they are not transferable to foundation)