

Educational Performance Measure (EPM) Framework

The EPM is a measure of clinical and non-clinical skills, knowledge and performance up to the point of application to the Foundation Programme. All applicants to the Foundation Programme, including the Academic Foundation Programme, will be awarded an EPM score.

The EPM is worth a maximum of 50 points and is comprised of three parts:

| EPM component | Number of points |
|--|------------------|
| Medical school performance (calculated in deciles) | 34-43 |
| Additional degrees | 0-5 |
| Other educational achievements | 0-2 |
| Maximum number of points available | 50 |

If an applicant reapplies the following year, or applies for the first time after graduation, the original EPM decile score will carry forward (i.e. any subsequent assessments will not be taken into account), however the points for additional degrees and other educational achievements will be awarded at the time of application.

Points for additional degrees and other educational achievements are subject to verification of evidence. Please refer to the FP/AFP 2013 Applicant's Handbook available from www.foundationprogramme.nhs.uk for the standards of evidence to be submitted.

PART 1 - Medical school performance in deciles (34 - 43 points)

Applicants are assessed and ranked on their performance at medical school in relation to the graduating cohort up to the point of application to the Foundation Programme.

The graduating cohort is defined as all students in their final year at the point of application to the Foundation Programme, including those applying to the Academic Foundation Programme, as well as those who have chosen not to apply. Local discretion may be used to determine whether applicants on different entry routes (for example graduate entry and standard entry courses) are treated as a single cohort or separate cohorts for the purpose of ranking.

The 'N' applicants within a cohort will be competition ranked according to their overall score and allocated into deciles according to the following rules:

- Each applicant will have a rank place between 1 (highest scoring) and N (lowest scoring)
- Applicants with the same score will share the same rank place
- Where X applicants share the same rank place, the next X-1 rank places will remain empty
- The rank places will be allocated in order (from 1 to N) to 10 roughly equal-sized groups, so that each group contains N/10 rank places, rounded to the nearest whole number.

Each applicant is assigned an EPM decile score as follows:

| Decile rank | Number of points |
|-------------|------------------|
| 1 | 43 |
| 2 | 42 |
| 3 | 41 |
| 4 | 40 |
| 5 | 39 |
| 6 | 38 |
| 7 | 37 |
| 8 | 36 |
| 9 | 35 |
| 10 | 34 |

Additional information for applicants who qualified or are expecting to qualify from a UK medical school between August 2011 and August 2013

Medical school performance is assessed using a range of assessments. It is up to each medical school to define which assessments will be used and the relative weighting of each, and to communicate these to applicants from their school.

There is no minimum number of assessments to be taken into account in constructing deciles. However, only assessments which achieve a fair spread of scores or grades should be included. Pass/fail assessments should not count within the decile score, unless as a result of a sufficient number of pass/fail assessments, an above-average applicant is likely to fail at least a few. A school may choose whether or not to include Student Selected Components.

In 2011, students, employers and all medical schools agreed that assessments used to calculate EPM decile scores should adhere to the principles below:

- Be summative (and hence subject to formal controls)
- Cover clinical knowledge, skills and performance
- Cover non-clinical performance
- Cover all aspects of the curriculum assessed up to the end of the penultimate year at medical school
- Represent the average performance of the applicants over time, rather than being limited to a snap-shot
- Include written and practical forms of assessment.

Additional information for applicants who qualified from a medical school outside the UK, or from a UK medical school prior to 6 August 2011

Medical school performance will be assessed using a range of assessments. It is up to each medical school to define which assessments will be used and the relative weighting of each.

As part of your application to the Eligibility Office, you are required to submit a Dean's statement. As part of this statement, the dean of your graduating medical school is required to confirm i) the size of your year group, ii) your class rank in your year group, and iii) your decile rank in your year group. Please refer to the guidance on www.foundationprogramme.nhs.uk.

PART 2 - Additional Degrees (maximum 5 points)

Applicants can earn up to 5 points for additional degrees that have been awarded by the time of application to the Foundation Programme (either prior to medical school or an intercalated degree).

| Previous degree | Number of points |
|--|------------------|
| <ul style="list-style-type: none">• Doctoral degree (PhD, DPhil, etc) | 5 |
| <ul style="list-style-type: none">• Postgraduate Masters degree• 1st class honours degree• Bachelor of Dental Surgery (BDS)• B Veterinary Medicine (B Vet Med) | 4 |
| <ul style="list-style-type: none">• 2.1 class honours degree• 1st class BMedSci awarded at University of Nottingham | 3 |
| <ul style="list-style-type: none">• 2.2 class honours degree• 2.1 BMedSci awarded at University of Nottingham | 2 |
| <ul style="list-style-type: none">• 3rd class honours degree• Unclassified or ordinary degree• 2.2 class BMedSci awarded at University of Nottingham | 1 |
| <ul style="list-style-type: none">• Primary medical qualification only• 3rd class BMedSci awarded at University of Nottingham | 0 |

PART 3 – Other educational achievements (maximum 2 points)

Applicants can earn a maximum of 2 points in this category.

| Educational achievements | Number of points |
|---|------------------|
| Publications <ul style="list-style-type: none">• Educational research paper published in a peer-reviewed journal | 1 |
| Presentations <ul style="list-style-type: none">• Oral or poster presentation at a national or international conference | 1 |
| Prizes <ul style="list-style-type: none">• Educational first prize at a national or international level | 1 |
| Maximum number of points available | 2 |

Please refer to the guidance on www.foundationprogramme.nhs.uk for the standards of evidence to be submitted and the eligibility for additional points.