**Trent and LNR foundation Schools**

**F2 Swaps policy**

**2023 - 2024**

1. We recognise that a Foundation doctor’s personal circumstances or career ambitions may change after their initial Foundation Programme application. We are therefore happy to facilitate swaps of all or part of the allocated F2 year, where possible, according to the following policy. Please note that to be fair to all we have a strict timeline and late applications will not be considered.

Key points

1. It is only possible to swap F2 posts and you must formally apply for a swap during the application window in your F1 year. Private swaps and swaps arranged outside of the application window **are not permitted**. If you are working less than full time, then you will be unable to participate in the F2 swaps process.
2. You can either swap a whole F2 year rotation or one or more of the 4-month posts making up your F2 year.

All swaps must lead to the whole of your F2 year still being with **one employing trust** – this means that swaps of community posts such as GP or Psychiatry must be within the posts linked to the same employing trust as your other F2 posts.

The Foundation School Programmes Team can advise if you are unsure which community posts are linked to each employing trust.

1. Any swaps must be for posts that have the same start dates – you cannot change the order of posts in a rotation without swapping with the other people in that rotation.
2. We will consider a swap that results in both of your foundation years being in the same Trust if the overall programme is balanced.
3. Any swaps agreed would need to ensure both programmes are balanced. We are aware that some programmes exist that are unbalanced already. These are exceptional and, therefore, we will not accept any swaps that further unbalance a programme.
4. We consider balanced 2-year programmes to have the following elements:
	* Ideally one community placement (GP, Psychiatry, GUM, Palliative Medicine in hospice, Occupational Medicine, or Public Health)
	* Not repeat a specialty/subspecialty within the same school, except for medicine or surgery, across the F1 and F2 years
	* Not repeat medicine or surgery twice within a single year of training
	* Not repeat the same medical or surgical specialty/subspecialty across F1 and F2
	* See appendix for full list of how the Trent and LNR Foundation Schools consider the specialty and school split. This may not match college or GMC lists
5. Swaps between foundation schools are not possible via this process. A separate Inter-Foundation School Transfer process governs moves between schools, details of this can be found on the [UKFPO](https://www.eastmidlandsdeanery.nhs.uk/foundation/policies_and_guidance/inter_foundation_school_transfer) website.
6. You cannot swap into a Specialised Foundation Programme (SFP) post, and you cannot swap a leadership/med ed post for a research post or vice versa.
7. If you are Specialised Foundation Programme (SFP) it may be possible to swap a clinical job as long as it is 4 months, and your programme is balanced.
8. The F2 swaps process will be opt-in to ensure we only share the data of trainees who have consented. An email to all F1s will be sent asking them to opt-in prior to the application window. We will then provide a list of only those trainees and the F2 programmes allocated to them on Microsoft SharePoint to assist you. **It is your responsibility to apply for the swap**.
9. Three-way swaps are allowed. All parties participating in the swap need to submit an application form.
10. Swaps into **vacant** posts will **not** be possible.
11. All applications will be considered by a panel, which will ensure that the swap does not disadvantage any foundation doctor or result in an unbalanced rotation.
12. Those trainees who started F1 later due to deferring will receive a late ARCP, these trainees will only be able to swap their second and third F2 placements.
13. If **any** trainee withdraws from the F2 swaps process, **then the whole swap is cancelled**. It is the responsibility of the trainee to notify all parties involved.
14. **Timeline**
15. Opt-in email sent out – 12th October 2023
16. Opt-in deadline – 1st December 2023
17. Policy, form, and placement details available on Sharepoint – week beginning 11th December 2023
18. Submission deadline – 16th February 2024
19. The panel will meet and consider all applications by early March 2024
20. Foundation doctors to be informed of decision by 26th March 2024

Please submit the form by email using the email account that is registered as your main contact on the Horus ePortfolio. It is not necessary to sign the form, we will accept confirmation via email.

All forms should be emailed to england.foundationprogrammes.em@nhs.net

1. **Exceptional circumstances**.

Applications outside the policy will only be considered in cases where exceptional circumstances can be demonstrated, this does not include personal or lifestyle choices and is usually limited to health-related issues. Formal Occupational health advice is taken into consideration by the Director of Foundation before making any changes to allocations on a case-by-case basis.

1. **Appeals Process**

A Foundation Doctor will have the right to lodge an appeal wherever he or she is able to demonstrate that the actions of the Foundation Schools have not followed the swaps procedure as outlined above.

If you wish to lodge an appeal, you should follow these steps:

1. Present your appeal in writing to england.foundationprogrammes.em@nhs.net This should be done within 7 days of being notified of the decision that is being appealed.
2. Appeals will be reviewed by the Deputy Postgraduate Dean.
3. You will be notified of the decision of the Deputy Postgraduate Dean in writing, the decision of which is final.
4. If you wish to withdraw an appeal, this may be done in writing to england.foundationprogrammes.em@nhs.net at any stage of the process.

**Last Updated - 03/10/2023**

**Appendix – Specialties and Schools**

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| **Specialty/Subspecialty** | **School** |
| Acute internal medicine | Medicine |
| Anaesthetics | Anaesthetics |
| Breast Surgery | Surgery |
| Cardiology | Medicine |
| Cardiothoracic surgery | Surgery |
| Chemical Pathology | Pathology |
| Child and adolescent psychiatry | Psychiatry |
| Clinical Oncology | Clinical Oncology |
| Clinical Radiology | Radiology |
| Colorectal | Surgery |
| Dermatology | Medicine |
| Emergency Medicine | Emergency Medicine |
| Endocrinology and Diabetes Mellitus | Medicine |
| Gastroenterology | Medicine |
| General (internal) Medicine | Medicine |
| General Practice | General Practice |
| General Psychiatry | Psychiatry |
| General Surgery | Surgery |
| Genito-urinary Medicine | Medicine |
| Geriatric Medicine | Medicine |
| Haematology | Medicine |
| Hepatobiliary Surgery | Surgery |
| Histopathology | Pathology |
| Infectious Diseases | Medicine |
| Intensive Care Medicine | Anaesthetics |
| Liaison psychiatry | Psychiatry |
| Major Trauma | Surgery |
| Medical Microbiology | Pathology |
| Neonatal Medicine | Paediatrics |
| Neurology | Medicine |
| Neurosurgery | Surgery |
| Obstetrics and gynaecology | Obstetrics and gynaecology |
| Occupational Medicine | Medicine |
| Old Age Psychiatry | Psychiatry |
| Ophthalmology | Surgery |
| Oral and maxillofacial surgery | Surgery |
| Otolaryngology | Surgery |
| Paediatric emergency medicine | Paediatrics |
| Paediatric Surgery | Surgery |
| Paediatrics | Paediatrics |
| Palliative Medicine | Medicine |
| Plastic Surgery | Surgery |
| Psychiatry of Learning Disability | Psychiatry |
| Public Health Medicine | Public Health Medicine |
| Rehabilitation Medicine | Medicine |
| Renal Medicine | Medicine |
| Respiratory Medicine | Medicine |
| Rheumatology | Medicine |
| Stroke Medicine | Medicine |
| Transplant Surgery | Surgery |
| Trauma and Orthopaedic Surgery | Surgery |
| Upper GI Surgery | Surgery |
| Urology | Surgery |
| Vascular Surgery | Surgery |