

Parallel Recruitment Exercise Educational Performance Measure (EPM) Framework

The EPM framework will be piloted during the FP 2012 recruitment round as part of the PRE. The aim is for the EPM to replace the scores currently comprised of academic quartile rankings and educational achievements for recruitment to FP 2013.

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

1. Medical school performance (calculated in deciles)
2. Additional degrees
3. Other educational achievements (prizes, publications and presentations)

Please note, for the PRE, medical schools will only be asked to calculate the EPM deciles (Part 1).

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

Students will be assessed and ranked on their medical school performance. Medical school performance will be assessed using a range of assessments and it will be up to each medical school to define which will be used and the relative weighting of each assessment. All assessments chosen must all adhere to the agreed principles below.

All assessments used in the determination of a student's performance must 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

The EPM Administrator will then divide their cohort into deciles of roughly equal size and will assign each student a decile score (see the score table below).

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

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.

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 there is a sufficient number of pass/fail assessments that an above-average applicant is likely to fail at least a few.

Each medical school will construct an initial basket of assessments to be used in decile rankings. Students must be consulted with and be given the opportunity to share their views before the final assessments are agreed. Once your assessments have been chosen, these must also be published on your website.

The N applicants within a cohort will be allocated into deciles according to the following rules. The applicants will be competition ranked according to their overall score. This means that:

- 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 ten roughly equal-sized groups, so that each group contains $N/10$ rank places, rounded up or down to the nearest whole number

Finalised decile scores calculated as part of the PRE must be sent in an Excel spreadsheet along with each applicant's RA number to the ISFP project for evaluation by 1 February 2012. More information will be provided shortly to the EPM Administrator at each school.

PART 2 - Additional Degrees (max 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). Official notification from the university must be provided. Where the applicant has received a pass result but has not received the degree certificate, a letter from their medical school Dean confirming that they have passed must be provided on letter headed paper, signed and dated by the Dean.

If an applicant holds more than one degree at the time of application to the Foundation Programme, they should provide evidence of the degree that will achieve the highest number of points.

Additional degree	Number of points
<ul style="list-style-type: none"> • Doctoral degree (PhD, DPhil, etc) 	5
<ul style="list-style-type: none"> • Masters degree • 1st class honours degree • Bachelor of Dental Science (BDS) • B Vet Med 	4
<ul style="list-style-type: none"> • 2.1 class honours degree • 1st class intercalated degree which does not extend the degree programme 	3
<ul style="list-style-type: none"> • 2.2 class honours degree • 2.1 class intercalated degree which does not extend the degree programme 	2
<ul style="list-style-type: none"> • 3rd class honours degree • Unclassified or ordinary degree • 2.2 class intercalated degree which does not extend the degree programme 	1
<ul style="list-style-type: none"> • Primary medical qualification only • 3rd class intercalated degree which does not extend the degree programme 	0

Please note:

Honours degrees include any type of Bachelors honours degree, e.g. BSc, BA, BEng, LIB, BMedSci, etc. A Masters degree is where it represents a further year of study taken in addition to a basic medical qualification. Some international medical schools (e.g. the USA) award an 'MD' or similar as part of their basic medical qualifications. This qualification does not attract any additional points in this section.

For students who have undertaken an exchange programme of study as part of a degree course, you must take the grade point average (GPA) and calculate the equivalent degree level and select the most appropriate. For a 4 point scale, a GPA of 3.6 - 4 should be scored as equivalent to a 1st class degree, a GPA of 3 – 3.5 as 2.1, a GPA of 2 – 2.9 as 2.2 and a GPA of 1 – 1.9 as a 3rd class degree. For a 5 point scale, a GPA of 4.4 - 5 should be scored as equivalent to a 1st class, a GPA of 3.8 – 4.3 as 2.1, a GPA of 3 – 3.7 as 2.2 and a GPA of 2.9 or lower as a 3rd class degree.

PART 3 – Other educational achievements (max 2 points)

Students can earn a maximum of 2 points in this category. Additional points for additional degrees, prizes, publications and presentations will be automatically awarded by FPAS, and will be subject to verification by medical school and foundation school staff. During the FP 2012 recruitment round, verification will take place on 26 Oct in London at a National Verification Day. It is likely that this will happen for the FP 2013 recruitment round as well.

Other educational achievements	Number of points
Prizes <ul style="list-style-type: none"> • 1st prize – National/international educational prize 	1
Presentations <ul style="list-style-type: none"> • Oral presentation at a national or international conference • 1st named author in a poster or presentation at a national or international conference 	1
Publications <ul style="list-style-type: none"> • Educational research paper published in a peer-reviewed journal 	1
Maximum number of points available	2

Prizes

Bursaries and medical school prizes will not count in this category. The prize must be an educational prize, it must be 1st prize and it must be a national or international prize. A letter of evidence from the awarding body must be provided by the student and uploaded onto FPAS.

Presentations

Students must have either personally given a presentation at a national or international conference, or must be the first named author on a poster presentation. The conference must be hosted by a recognised professional medical body in order for a student to receive a point. The conference must have taken place by the time of application to the Foundation Programme. A letter of evidence from the conference host must be provided by the student and uploaded onto FPAS.

Publications

Students must supply a PubMed ID (PMID) at the time of application to the Foundation Programme or provide a letter of evidence that the work has been accepted for publication and is 'in press' for a publication which has a PMID. This includes papers, abstracts, book chapters, audits and in rare cases, letters. The front page of the article including the title and authors' names must be provided by the student and uploaded onto FPAS.

If an applicant has more than one publication, prize or presentation, they will receive a maximum of one point for any of the three categories individually; a maximum of two points in total.