

Outcome Report 2025 - 2026

Foundation Trainee Pharmacist National Recruitment Scheme

March 2026





Contents

Executive Summary	3
Overview	4
Employing organisations, programmes and training places	4
1. Hospital and Community Pharmacy	4
2. Other employing organisations	6
3. Multi-Sector Programmes	7
4. Skilled Worker Visa Sponsorship	8
5. Rotations breakdown	9
Applicant outcomes	9
6. Applications	9
7. Longlisting	10
8. Assessments	10
9. Applications and programme	10
10. Group Differences at a Test Level for SJT & Numeracy	13
11. Differential Item Functioning (DIF)	17
12. Applicants with Tier 4 Student Visas	19
13. Final programme offers	20
Employer outcomes	20
14. Fill-rates	20
END OF REPORT	22



Executive Summary

NHS England coordinated a national scheme for recruitment to foundation pharmacist training programmes for the ninth time in October 2025.

The scheme advertised 4500 training places across multiple sectors of practice, continuing the trend of a greater number of available places within the scheme than trainees to fill them.

A total of 4882 applicants applied for training programmes, 3719 of whom attended the assessments. At the end of the process, 99.6% (n=3704) of successful applicants had received a programme offer and 3435 of these final programme offers were accepted by applicants.

The scheme yielded a fill rate of 99.9% for programmes where hospital was listed as the primary employer, 68.6% for programmes where community pharmacy was listed as the primary employer, and 95.4% where general practice was listed as the primary employer.

The overall fill rate for all programmes was 76.3%. Programmes listed as multi-sector (in which trainees would spend at least 13 weeks in another sector of practice) achieved a fill rate of 91.0%.

Overview

This was the ninth year that NHS England conducted the National Recruitment Scheme (NRS), an entirely centralised process for recruitment to foundation pharmacist training programmes in England, using the Oriel recruitment platform. Access to all training posts was only via the NRS, in line with the reforms to initial education and training mandated by the pharmacy regulator, the General Pharmaceutical Council (GPhC).

This report provides information on applicants, applications, and outcomes of the 2025 NRS. Applications are reported by various demographics, highlighting any identified trends.

Independent analysis undertaken by the Work Psychology Group examines fairness issues surrounding use of the SJT and Numeracy test and reports on any group differences in performance.

For detailed information on all aspects of the National Recruitment Scheme, please refer to the pharmacy recruitment web page: <https://london.wtepharmacy.nhs.uk/national-recruitment/>

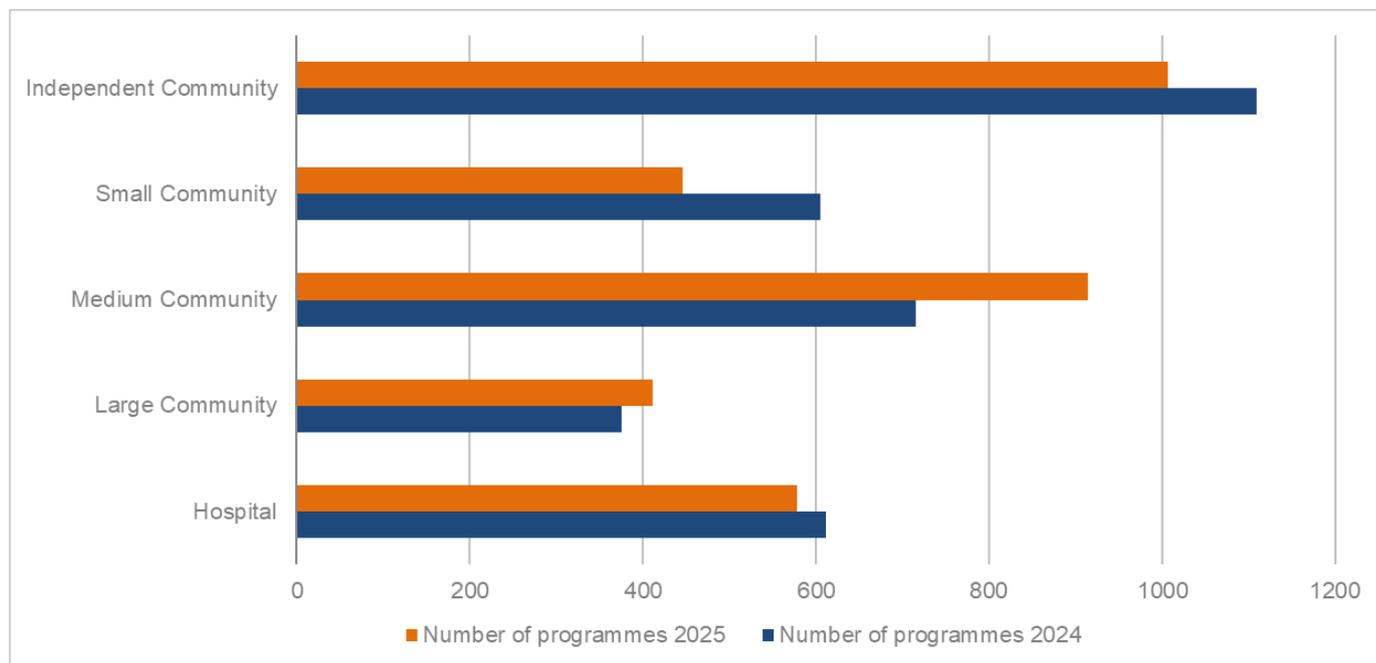
Employing organisations, programmes and training places

1. Hospital and Community Pharmacy

- 1.1 The 2025 foundation trainee pharmacist National Recruitment Scheme listed 3654 programmes for applicants to choose from, a 2.6% increase from the previous year. In total 4500 training places were available across all programmes, a significantly greater number than the anticipated number of scheme applicants.
- 1.2 Traditionally, pharmacy trainees have been employed in either the hospital or community pharmacy sectors. These sectors still represent the bulk of training opportunities for foundation trainee pharmacists. This year, 15.8% (n=578) of programmes were within the NHS hospital sector, representing 18.1% (n=813) of all available training places. There are 132 programmes available in Wales, in which all trainees are employed by the NHS in a multi sector training programme. 11.3% (n=412) of programmes were offered by large community pharmacy employers, 25.0% (n=914) by medium pharmacy employers, 12.2% (n=446) by small pharmacy employers and 27.6% (n=1007) by independent pharmacy contractors. There was a slight overall decrease in the number of programmes offered

through the NRS by community pharmacy employers, and a small decrease in the number of programmes offered by hospital employers, compared with the previous year (Figure 1).

Figure 1: Year on year comparison of foundation training programme availability across sectors



1.3 Tables 1 and 2 below provide an overview of the numbers of employing organisations, programmes and training places available in the 2025 scheme, broken down by sector and geography.

Table 1: Programme Availability in the 2025 Foundation Pharmacist Recruitment Scheme

Sector	Number of Employing Organisations	Number of Programmes	Number of Training Places
NHS Hospital	170	578	813
Large Community Pharmacy (Branches 200+)	4	412	419
Medium Community Pharmacy (Branches 25-199)	84	914	1011
Small Community Pharmacy (Branches 6-24)	154	446	562
Independent Community Pharmacy (Branches 1-5)	821	1007	1351
Total	1233	3357	4156

Table 2: Geographical Spread of Programmes (and Training Places), by Sector

NHS England Pharmacy Region	NHS England Local Area	NHS Hospital	Large Community Pharmacy	Medium Community Pharmacy	Small Community Pharmacy	Independent Community Pharmacy
East of England	East of England	55 (74)	37 (39)	55 (73)	47 (60)	92 (130)
London	London	101 (159)	80 (81)	129 (165)	58 (66)	273 (383)
Midlands	East Midlands	48 (63)	34 (34)	98 (102)	23 (34)	86 (121)
	West Midlands	55 (80)	47 (47)	62 (66)	96 (132)	112 (148)
North	North East	24 (52)	24 (24)	29 (29)	45 (46)	49 (60)
	North West	71 (109)	35 (36)	230 (249)	83 (93)	124 (160)
	Yorkshire and Humber	47 (54)	34 (35)	124 (128)	37 (52)	71 (102)
South East	KSS	46 (59)	28 (29)	82 (87)	12 (22)	68 (85)
	Thames Valley	18 (25)	8 (8)	38 (43)	5 (5)	26 (37)
	Wessex	20 (26)	19 (20)	10 (11)	12 (17)	43 (53)
South West	South West	93 (112)	66 (66)	57 (58)	28 (35)	63 (72)
Total		578 (813)	412 (419)	914 (1011)	446 (562)	1007 (1351)

2. Other employing organisations

2.1 From the 2025 training year, any organisation is able to employ a foundation trainee pharmacist so long as the programme requirements for the foundation training year are met. This allowed for a variety of employment opportunities. Table 3 overleaf describes the number of training opportunities advertised by various employing organisations across England and Wales.

Table 3 Geographical Spread of Programmes (and Training Places), by host employer

NHS England Pharmacy Region	NHS England Local Area	Community	General Practice	Health and Justice	Hospital	NHS Wales Shared Services Partnership	Other
East of England	East of England	231 (302)	12 (17)	0 (0)	55 (74)	0 (0)	0 (0)
London	London	540 (695)	36 (47)	0 (0)	101 (159)	0 (0)	0 (0)
Midlands	East Midlands	241 (291)	11 (13)	0 (0)	48 (63)	0 (0)	0 (0)
	West Midlands	317 (393)	15 (19)	0 (0)	55 (80)	0 (0)	0 (0)
North	North East	147 (159)	7 (8)	0 (0)	24 (52)	0 (0)	2 (3)
	North West	472 (538)	12 (16)	0 (0)	71 (109)	0 (0)	1 (1)
	Yorkshire and the Humber	266 (317)	12 (13)	0 (0)	47 (54)	0 (0)	3 (4)
South East	KSS	190 (223)	10 (14)	0 (0)	46 (59)	0 (0)	0 (0)
	Thames Valley	77 (93)	6 (11)	0 (0)	18 (25)	0 (0)	2 (2)
	Wessex	84 (101)	1 (3)	0 (0)	20 (26)	0 (0)	0 (0)
South West	South West	214 (231)	29 (35)	2 (2)	93 (112)	0 (0)	4 (4)
Wales	Wales	0 (0)	0 (0)	0 (0)	0 (0)	132 (132)	0 (0)
Total		2779 (3343)	151 (196)	2 (2)	578 (813)	132 (132)	12 (14)

3. Multi-Sector Programmes

3.1 552 organisations registered multi sector training programmes on Oriel in 2025.

Programmes were split between at least two sectors, including Hospital, Community, General Practice, Academia, Integrated Care Board, Industry and Health and Justice posts, with each rotation being a minimum of 13 weeks.

3.2 Table 4 overleaf illustrates the spread of multi-sector programmes across England and Wales. 1657 multi sector programmes were available in total, representing a total of 2141 training places. Programme availability was generally evenly spread across regions, with the fewest programmes found in Thames Valley (n=34) and the most available in the South West (n=215) and London (n=295)

Table 4: Geographical Spread of Multi-Sector Programmes (and Training Places)

NHS England Pharmacy Region	NHS England Local Area	Programmes	Places
East of England	East of England	150	217
London	London	295	443
Midlands	East Midlands	178	214
	West Midlands	157	223
North	North East	42	50
	North West	150	202
	Yorkshire and the Humber	152	180
South East	KSS	111	140
	Thames Valley	34	44
	Wessex	41	49
South West	South West	215	247
Wales	Wales	132	132
	Total	1657	2141

4. Skilled Worker Visa Sponsorship

Skilled Worker Visa-sponsored training place availability in the community pharmacy sector increased to 724 places in 2025; 29.7% (n=166) more sponsored places in total than were available to applicants requiring visas in 2024 (n=558).

Table 5 SWV programmes and places available, by sector

Sector		Programmes	Places
Community	Large Community Pharmacy	0	0
	Medium Community Pharmacy	257	263
	Small Community Pharmacy	119	173
	Independent Community Pharmacy	225	288
General Practice		10	11
Health and Justice		0	0
Hospital		309	452
NHS Wales Shared Services Partnership		132	132
Other		5	6
	Total	1057	1325

5. Rotations breakdown

Advertised programmes consisted of a range of rotational options, from single sector through to programmes with four rotations.

Table 6 Geographical Spread of Programmes (and Training Places), by number of rotations

NHS England Pharmacy Region	NHS England Local Area	1 Rotation (single sector)	2 Rotations	3 Rotations	4 Rotations
East of England	East of England	148 (176)	147 (213)	2 (2)	1 (2)
London	London	382 (458)	287 (423)	6 (12)	2 (8)
Midlands	East Midlands	122 (153)	176 (211)	2 (3)	0 (0)
	West Midlands	230 (269)	156 (221)	1 (2)	0 (0)
North	North East	138 (172)	42 (50)	0 (0)	0 (0)
	North West	406 (462)	147 (199)	3 (3)	0 (0)
	Yorkshire and the Humber	176 (208)	144 (169)	8 (11)	0 (0)
South East	KSS	135 (156)	111 (140)	0 (0)	0 (0)
	Thames Valley	69 (87)	34 (44)	0 (0)	0 (0)
	Wessex	64 (81)	41 (49)	0 (0)	0 (0)
South West	South West	127 (137)	210 (237)	5 (10)	0 (0)
Wales	Wales	0 (0)	132 (132)	0 (0)	0 (0)
Total		1997 (2359)	1627 (2088)	27 (43)	3 (10)

Applicant outcomes

6. Applications

6.1 4882 applications were made to the NRS (not including incomplete applications), compared with 3814 in the previous year.

6.2 14.2% (n=695) of applicants were either currently enrolled on an accredited Overseas Pharmacists' Assessment Programme (OSPAP) or were OSPAP graduates.



7. Longlisting

- 7.1 1.2% of total applicants (n=57) did not progress through the formal longlisting process due to not meeting basic eligibility criteria.
- 7.2 256 applicants subsequently withdrew their application, leaving 4569 applicants invited to assessment: a 22.4% increase from the previous year.

8. Assessments

- 8.1 3719 applicants attended their assessments and were eligible to receive offers.

9. Applications and programme

9.1 For the purposes of this section, we refer to the following:

- Application – the number of applications progressed after longlisting (n=4825)
- Offer - applicants who received a foundation programme offer (n=3704), irrespective of whether the applicant accepted this offer.

Table 7 below provides a breakdown of applicant gender, along with data pertaining to programme offers received.

Table 7: Applications and programme offer by gender.

Group	Number of Applications (%)	Number who attended interview (%)	Number of offers made (%)	Number of offers accepted (%)
Male	1314 (27.2%)	1026 (27.6%)	1024 (27.6%)	971 (28.3%)
Female	3380 (70.1%)	2622 (70.5%)	2611 (70.5%)	2401 (69.9%)
Not disclosed	131 (2.7%)	71 (1.9%)	69 (1.9%)	63 (1.8%)
Total	4825 (100.0%)	3719 (100.0%)	3704 (100.0%)	3435 (100.0%)

Table 8 provides a breakdown of applications received, along with data pertaining to the percentage of applicants attending assessments and programme offers received, for each of the age categories.

Table 8: Applications and programme offer by age group*

Group	Percentage of Applications	Percentage of applicants who attended assessments	Percentage of offers made	Percentage of offers accepted
19-24 years	75.1%	77.0%	77.1%	76.6%
25-29 years	9.9%	9.7%	9.7%	9.9%
30-34 years	5.1%	5.0%	4.9%	5.1%
35-39 years	3.9%	3.4%	3.4%	3.5%
40-44 years	2.2%	2.1%	2.1%	2.2%
45-49 years	0.8%	0.7%	0.7%	0.7%
50-54 years	0.3%	0.3%	0.3%	0.3%
55-64 years	0.02%	N/A	N/A	N/A
Not disclosed	2.7%	1.8%	1.8%	1.8%
Total	100%	100%	100%	100%

*Age as of 1 September 2025

Table 9 provides a breakdown of applications and offers by individual ethnic groups.

9.2 75.0% (n=3618) of applications were received from applicants of 'Black, Asian and minority ethnic' (BAME) or 'mixed' origin and 18.7% (n=904) were received from applicants of 'White' origin. 6.3% of applicants (n=303) chose not to declare their ethnic origin.

Table 9: Applications and programme offer by ethnic group.

Group	Percentage of Applications		Percentage of applicants who Attended Assessments		Percentage of Offers Made		Percentage of Offers Accepted	
White - British	12.2% (591)	18.7% (904)	13.5% (501)	20.5% (764)	13.5% (499)	20.5% (759)	12.8% (440)	17.3% (594)
White - Irish	3.5% (169)		4.0% (148)		3.9% (145)		1.3% (44)	
Any other white background	3.0% (144)		3.1% (115)		3.1% (115)		3.2% (110)	
Mixed White and Black Caribbean	0.2% (11)	3.4% (166)	0.2% (7)	3.6% (133)	0.2% (7)	3.6% (132)	0.2% (7)	3.5% (120)
Mixed White and Black African	0.8% (37)		0.8% (31)		0.8% (30)		0.8% (27)	
Mixed White and Asian	1.6% (75)		1.6% (60)		1.6% (60)		1.5% (52)	
Any other mixed background	0.9% (43)		0.9% (35)		0.9% (35)		1.0% (34)	
Asian or Asian British Indian	12.6% (609)	44.9% (2168)	12.0% (448)	44.0% (1636)	12.0% (446)	44.0% (1631)	12.7% (436)	46.1% (1584)
Asian or Asian British Pakistani	17.9% (864)		17.4% (648)		17.5% (647)		18.2% (626)	
Asian or Asian British Bangladeshi	4.5% (216)		4.1% (153)		4.1% (153)		4.3% (148)	
Any other Asian background	9.9% (479)		10.4% (387)		10.4% (385)		10.9% (374)	
Black or Black British Caribbean	0.4% (18)	15.0% (722)	0.4% (14)	15.0% (559)	0.4% (14)	15.1% (558)	0.4% (14)	15.7% (539)
Black or Black British African	14.1% (679)		14.1% (525)		14.2% (524)		14.7% (505)	
Any other Black background	0.5% (25)		0.5% (20)		0.5% (20)		0.6% (20)	
Chinese	3.5% (169)		3.1% (1115)		3.1% (114)		3.2% (111)	
Any other ethnic group	8.1% (393)		8.3% (308)		8.3% (308)		8.7% (300)	
Not disclosed	6.3% (303)		5.5% (204)		5.5% (202)		5.4% (187)	
Total	100% (4825)		100% (3719)		100% (3704)		100% (3435)	

9.3 The majority of applicants to the NRS for 2025 would be graduating against the revised MPharm curriculum according to the 2021 GPhC reforms to the Standards for the initial education and training of pharmacists and would require a prescribing environment for their foundation training year.

A sizeable minority of applicants remained on the 2011 GPhC Standards, either due to breaks in their education or graduation via an OSPAP course, as described in Table 10 below.

Table 10 – Learning Outcome – breakdown by applicant type.

Applicant Type	GPhC Standard	Number of applications (%)	Number of applicants who attended assessments (%)	Number of offers made (%)	Number of offers accepted (%)
Current MPharm	2021	4081 (84.6%)	3198 (86.0%)	3186 (86.0%)	2946 (85.7%)
	2011	69 (1.4%)	29 (0.8%)	29 (0.7%)	29 (0.8%)
MPharm Graduate	2011	29 (0.6%)	21 (0.6%)	21 (0.6%)	13 (0.4%)
Current OSPAP	2011	637 (13.2%)	469 (12.6%)	466 (12.6%)	445 (13.0%)
OSPAP Graduate	2011	9 (0.2%)	2 (0.1%)	2 (0.1%)	2 (0.1%)
Total		4825 (100.0%)	3719 (100.0%)	3704 (100.0%)	3435 (100.0%)

10. Group Differences at a Test Level for SJT & Numeracy

10.1 Independent analysis undertaken by the Work Psychology Group examined fairness issues surrounding use of the SJT and Numeracy test. Group differences in performance between applicants were analysed based on age, gender and ethnicity. Analyses were conducted after outliers (applicants with very low/high scores and / or missing data) had been removed (n=4).

10.2. Age

10.2.1 Pearson's correlations were conducted to examine the relationships between age and scores on the SJT and Numeracy Test.

10.2.2 SJT: A significant, negative correlation (Pearson's r) between age and SJT score was found ($r=-.34$, $p<.001$). This suggests that younger

applicants typically performed better than older applicants on the SJT. This correlation was moderate in strength.

10.2.3 Numeracy: A significant negative correlation (Pearson’s r) between age and Numeracy score was found ($r=-.27$, $p<.001$). This suggests that younger applicants typically performed better than older applicants on the Numeracy Test, although the correlation found between age and Numeracy score was weak.

10.3. Gender

10.3.1 Independent t-tests were conducted to examine whether there were significant differences in SJT and Numeracy Test scores based on gender (Table 11).

10.3.2 SJT: A significant difference in performance on the SJT based on gender was found, although the effect size was small, indicating that female applicants scored marginally higher than male applicants ($t(3126) = -10.37$, $p<.001$, $d = -.41$). This is in line with results found in 2024, in which female applicants also scored significantly higher than male applicants, with a small effect size.

10.3.3 Numeracy: There were no significant differences in performance on the Numeracy Test based on gender ($t(3126) = -.226$, $p=ns$). This is in line with results found in 2024, in which no significant differences in performance on the Numeracy Test based on gender were found.

Table 11: Gender – Descriptive Statistics by Selection Method

		Female	Male
SJT	N	2232	896
	Mean	590.63	578.57
	Std. Deviation	28.93	30.50
Numeracy	N	2232	896
	Mean	8.67	8.66
	Std. Deviation	1.46	1.50

10.4. Ethnicity

- 10.4.1 Ethnic backgrounds included: 'White', 'Asian', 'Black', 'Chinese', 'Mixed' and 'Other'. Applicants were also given the response option 'Prefer not to say', however these individuals were not included in the analysis. Analyses of variance (ANOVAs) were conducted to investigate whether there were significant differences on the SJT and Numeracy Test scores dependent on ethnicity. Descriptive statistics by ethnicity are shown in Table 12.
- 10.4.2 SJT: Significant differences in performance between applicants of different ethnicities were found on the SJT ($F(5,3022)=22.63$, $p<.001$, $\eta^2=0.04$), indicating a small effect size. This indicates a slight reduction in effect size compared with 2024, in which significant differences in performance between applicants of different ethnicities was found with a moderate effect size. Applicants who identified as 'White' scored significantly higher than those in the 'Asian', 'Black', 'Mixed' and 'Other' groups, but not applicants who identified as 'Chinese'. Applicants who identified as 'Chinese' scored significantly higher than applicants identifying as 'Asian', 'Black' and 'Mixed'. No other significant differences were found between applicants of different ethnicities. It should be noted that, due to differences in sample size between the groups, this may have an impact on the analysis and therefore, these results should be interpreted with caution.
- 10.4.3 Numeracy: Significant differences in performance between applicants of different ethnicities were found on the Numeracy Test ($F(5,3022)=23.48$, $p<.001$, $\eta^2= 0.04$), indicating a small effect size. This is comparable to differences found in 2024. Applicants who identified as 'White' or 'Chinese' scored significantly higher than applicants who identified as 'Asian', 'Black', 'Mixed' and 'Other'. Additionally, applicants who identified as 'Asian' scored significantly higher than applicants who identified as 'Black'. It should be noted that, due to differences in sample size between the groups, this may have an impact on the analysis and therefore, these results should be interpreted with caution.

Table 12: Race - Descriptive Statistics by Selection Method

		White	Asian	Black	Chinese	Mixed	Other
SJT	N	668	1413	476	104	113	254
	Mean	597.57	584.63	583.3	594.46	582.61	585.39
	Std. Deviation	27.01	30.30	28.21	24.67	31.22	31.33
Numeracy	N	668	1413	476	104	113	254
	Mean	9.08	8.58	8.35	9.37	8.31	8.65
	Std. Deviation	1.13	1.56	1.46	1.05	1.82	1.31

10.5. Summary

- For both the SJT and Numeracy Test, younger applicants scored higher than older applicants. The correlation between age and Numeracy Test scores was weak, and the correlation between age and SJT score was moderate.
- For the SJT, female applicants scored marginally higher than male applicants, and for the Numeracy Test, there were no significant differences in performance between female and male applicants.
- For the SJT, some differences in performance were seen based on applicant ethnicity. For the SJT, applicants who identified as 'White' performed better than 'Asian', 'Black', 'Mixed' and 'Other' applicants, but not 'Chinese' applicants. Applicants who identified as 'Chinese' scored significantly higher than applicants identifying as 'Asian', 'Black' and 'Mixed'. No other significant differences were found between applicants of different ethnicities.
- For the Numeracy Test, applicants who identified as 'White' or 'Chinese' scored significantly higher than applicants who identified as 'Asian', 'Black', 'Mixed' and 'Other'. Additionally, applicants who identified as 'Asian' scored significantly higher than applicants who identified as 'Black'.
- For both the SJT and Numeracy Test, the differences in scores between the ethnic sub-groups were classified as small in terms of effect size.

11. Differential Item Functioning (DIF)

- 11.1 One explanation for test level group differences is that SJT item content discriminates against applicant sub-groups. However, the content development process aims to ensure that items are designed to avoid content that might discriminate, for example, avoiding the use of colloquial words/phrases, which might disadvantage some groups. Another explanation for group differences in performance is that real differences exist between groups of applicants due to differences in experience, attitudes, or differential self-selection.

DIF analysis was performed to identify whether individual items are differentially difficult for members of different groups (i.e. based on gender and ethnicity). DIF analysis considers whether the prediction of an item's score is improved by including the background grouping variable in a regression equation after total score has been entered. A positive result suggests that people with similar overall scores from different groups have different success rates on the item. However, because of the number of statistical tests involved, there is a danger that random differences may reach statistical significance (type 1 error). For this reason, positive results are treated as 'flags' for further investigation of items, rather than confirmation of difference or bias. Items exhibiting R-squared values with a negligible effect size, even where these differences are significant, are unlikely to indicate a meaningful difference in the performance between the groups. As such, only items exhibiting at least a small effect size are reported, as determined by an R-square change value of 0.01 or above (Cohen, 1988¹). Two items were flagged for gender differences (favouring female applicants) at a test level for Paper A. One item was flagged for gender differences (favouring male applicants) at a test level for Paper B. Five items were flagged for ethnicity differences (three favouring BME applicants and two favouring White applicants) at a test level for Paper A. Three items were flagged for ethnicity differences (two items favouring White applicants and one item favouring BME applicants) at a test level for Paper B.

Overall, the small proportion of items identified as exhibiting DIF suggest that there is not a risk of bias at the item level. Therefore, it is recommended that other explanations of group differences are considered. The items that were flagged will be reviewed considering the results, to consider if there are any themes within these items.

Differences in Performance Based on Date

- 11.2 Analysis of variance (ANOVA) tests were conducted to investigate whether performance differs on the SJT, and Numeracy Test based on when applicants go through the assessment process. This was operationalised as whether assessments were completed at the beginning (18th – 24th September 2025, middle (25th – 29th September 2025) or end (30th September – 3rd October 2025) of the testing period. Regarding the sample size per testing window, n=955 (25.35%) completed the test between 18th and 24th September 2025, n=1694 (44.96%) completed the test between 25th and 29th September 2025, and n=1119 (29.70%) completed the test between 30th September and 3rd October 2025. Analyses were conducted after outliers with very low/high scores and/or missing data) had been removed (n=4). Descriptive statistics are outlined in Table 8.
- 11.3 SJT: A significant difference in performance on the SJT based on the time point within the selection window at which it was completed was found ($F(2,3765)=6.612$, $p=.001$, $\eta^2 = 0.003$). Applicants who completed the SJT at the beginning of the testing period scored significantly higher than those who completed the SJT at the end of the testing period, although the effect size was small. No significant difference in performance on the SJT between applicants who completed the SJT at the beginning of the testing period and applicants who completed the SJT in the middle of the testing period was found. Similarly, no difference in performance on the SJT was found between applicants who completed the SJT in the middle of the testing period and applicants who completed the SJT at the end of the testing period.
- 11.4 Numeracy: A significant difference in performance on the Numeracy Test based on the time point within the selection window at which it was completed was found ($F(2,3765)=6.643$, $p=.001$, $\eta^2 = 0.004$), with a small effect size. Applicants who completed the Numeracy Test at the beginning of the testing period scored significantly higher than those who completed the Numeracy Test at the end of the testing period. No significant difference in performance on the Numeracy Test was identified between applicants who completed the Numeracy Test in the middle of the testing period and applicants who completed the Numeracy Test at the beginning or end of the testing period.

Table 13: SJT and Numerical assessment performance by date of assessment

Test	Descriptive	Time One 18/09 - 24/09	Time Two 25/09 – 29/09	Time Three 30/09 – 03/10
SJT	N	955	1694	1119
	Mean	590.59	587.58	585.89
	Standard Deviation	29.65	28.66	30.96
	Minimum	452	442	450
	Maximum	655	659	669
Numeracy	N	955	1694	1119
	Mean	8.78	8.71	8.56
	Standard Deviation	1.36	1.43	1.51
	Minimum	1	2	2
	Maximum	10	10	10

12. Applicants with Tier 4 Student Visas

- 12.1 Some international students require a Tier 4 visa to undertake their academic study in the UK. 8.5% (n=410) of longlisted applications were received from those who indicated their immigration status as requiring a Tier 4/student visa. These applicants would generally enter their training year either by applying for a Skilled Worker (formerly Tier 2) Visa (requiring employers to be registered as sponsors) or obtaining a training place via the Graduate Visa route of entry.
- 12.2 68.8% (n=282) of applicants with Tier 4 visas attended the assessments, amounting to 7.6% of all applicants who attended the assessments.
- 12.3 Training place offers were made to 99.6% (n=281) of Tier 4 student visa applicants. This is largely due to there being a significantly greater number of available Skilled Worker Visa (SWV) places in the NRS than applicants to fill them and the option of the Graduate Visa route, affording a variety of training environments for applicants to select from. Any applicant wishing to utilise the Graduate Visa route of entry could select any training place within the NRS, as this route does not require employers to be registered as sponsors of overseas trainees.

12.4 Table 14 below provides a breakdown of places accepted by those applicants on Tier 4 student visas, displayed by employer type and nation.

Table 14: Tier 2 training places accepted by employer type and region

Region	Community	Hospital	Health & Justice	General Practice	NHS Wales Shared Services Partnership	Other
England	70	60	0	3	0	0
Wales (all programmes are multi-sector)	0	0	0	0	3	0
Total	70	60	0	3	3	0

13. Final programme offers

13.1 At the end of the process, 99.6% of successful applicants (n=3704) had received a programme offer. Of these, 130 offers were declined, 96 offers expired, 31 applicants accepted another post from the Scotland vacancy and 12 applicants accepted an offer and then withdrew. Overall, 92.7% (n=3435) of final programme offers were accepted by applicants.

13.2 0.1% (n=3) of successful applicants were left without a foundation programme offer at the end of the process. These applicants did not achieve a ranking high enough to gain an offer for any of their preferred programmes. This normally occurs in instances where applicants preferred very few programmes.

Employer outcomes

14. Fill-rates

14.1 At the end of the recruitment process, 99.9% of available NHS Hospital training places were filled and 68.6% of community pharmacy training places.

14.2 The fill-rate overall was 76.3%.

14.3 Table 15 below provides a breakdown of the fill-rate, by number of training places available within each sector.

Table 15: Summary of fill-rate by sector

Total Training Host Employer	Training Places Available	Overall Fill-Rate Places Filled	Overall Fill-Rate Places Not Filled	Fill Rate
Hospital	813	812	1	99.9%
Community	3343	2293	1050	68.6%
General Practice	196	187	9	95.4%
Health and Justice	2	2	0	100%
NHS Wales Shared Services Partnership	132	131	1	99.2%
Other	14	10	4	71.4%

14.4 Table 16 below provides a breakdown of programme fill rate by NHS England region.

Table 16: Summary of regional fill-rates

NHS England Pharmacy Region	NHS England Local Area	Places	Accepted	Fill Rate	Fill Rate
				(Local)	(Regional)
East of England	East of England	393	237	60.3%	60.3%
London	London	901	732	81.2%	81.2%
Midlands	East Midlands	367	260	70.8%	81.5%
	West Midlands	492	440	89.4%	
North	North East	222	194	87.4%	80.6%
	North West	664	526	79.2%	
	Yorkshire and the Humber	388	307	79.1%	
South East	KSS	296	180	60.8%	58.9%
	Thames Valley	131	89	67.9%	
	Wessex	130	59	45.4%	
South West	South West	384	280	72.9%	72.9%
Wales	Wales	132	131	99.2%	99.2%
	Total	4500	3435	76.3%	

14.5 Table 17 below compares fill rates of single sector programmes to multi sector programmes, with multi-sector programmes achieving a significantly higher fill rate across all regions.

Table 17: Summary of regional fill-rate by sector

NHS England Pharmacy Region	NHS England Local Area	Single Sector	Multi Sector
		Fill Rate %	Fill Rate %
East of England	East of England	43.2	74.2
London	London	69.2	93.7
Midlands	East Midlands	49.0	86.4
	West Midlands	83.3	96.9
North	North East	84.9	96.0
	North West	70.8	98.5
	Yorkshire and the Humber	64.9	95.6
South East	KSS	41.7	82.1
	Thames Valley	57.5	88.6
	Wessex	24.7	79.6
South West	South West	38.7	91.9
Wales	Wales	n/a	99.2
	Overall Fill Rate %	63.1	90.9

END OF REPORT

¹ Cohen, J. (1988). Statistical power analysis for the behavioural sciences (2nd ed.). Hillsdale, NJ: Lawrence Erlbaum Associates