



E: [redacted]

[redacted]

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ref: 2018/0015630

8 June 2018

Dear [redacted]

Thank you for your email dated 26 April to the First Minister, regarding Paediatric Consultant vacancies. As a health workforce policy official, I have been asked to respond.

I am sorry to hear of your experience and would like to reassure you that the Scottish Government and the NHS Scotland greatly value the vital contribution of the NHS Scotland workforce in delivering essential services for patients.

I have made enquiries into the existent establishment and vacancy position in your specialty across NHS Scotland, and the most recent data (as at March 2018) indicates that there are 19 whole time equivalent vacant posts within paediatric consultant specialties. The distribution of vacant posts, such as they exist, will naturally vary across NHS Scotland's health board areas.

The creation of posts and filling of vacancies will depend on the service needs of each Board taking account of national, regional and local priorities. NHS Boards have fully delegated powers to recruit and deploy their workforce to meet their service provision responsibilities and to deliver high quality, safe and sustainable services to meet the needs of their population. The Scottish Government works in close partnership with all Boards to provide the policies, frameworks and resources for high quality health care in Scotland, however it is for NHS Boards to decide how best to deliver those services to meet the needs of their populations.

However, this is more than just achieving correct staffing numbers, Scotland is the first nation in the UK to publish a national health and care workforce plan, and the only one committed to Safe Staffing legislation that covers both health and care settings. Our National Workforce Plan sets out how we intend to recruit, develop and retain the multidisciplinary and flexible workforce we need to continue to deliver high

quality healthcare for the people of Scotland. This will ensure we have the right people in the right place at the right time to continue to deliver high quality care that meets the needs of Scotland's population. The National Workforce plan can be found here: <http://www.gov.scot/Publications/2017/06/1354>

Working with relevant professional partners, we have also introduced The Shape of Training review which aims to ensure that we continue to develop a medical workforce that is fit for purpose over the next 30 years. Working in consultation with The Royal College of Paediatrics and Child Health, Shape of Training will explore how we manage more children in the community, avoiding hospital care/admission in the first place. In that context we will be exploring how this will look with regards to the enhanced training of GPs and the role Primary Care will play in this. This will mean the workforce of the future for Paediatrics will look different, as the balance of care shifts to a multi-disciplinary team in the community setting.

Paediatric posts within NHS Lothian and NHS Greater Glasgow and Clyde are highly sought after so it may be advisable to consider NHS Scotland health board areas out-with these locations. You will be aware that you can apply for posts within NHS Scotland Boards at the following website: www.jobs.scot.nhs.uk while medical posts are advertised on www.medicaljobs.scot.nhs.uk. You may register on this site to be kept updated by email or text, of current NHS vacant posts, and it is likely that consultant posts may open up in Edinburgh in the future.

With your consent, we would be happy to pass on your details to recruitment leads within the surrounding region, for example – NHS Greater Glasgow & Clyde, NHS Fife and NHS Forth Valley.

For data protection purposes, can you please confirm by email if you are content for us to do this.

I hope you have found this information helpful and would like to wish you every success in finding the right post in the near future.

Best wishes

[REDACTED] Adam-Gallagher
Health Workforce Planning Policy team

From: First Minister
Sent: 26 April 2018 09:01:55
To: Public Engagement Unit
Subject: FW: No Paediatric Consultant Jobs

Attachments: ST8April18.pdf

MACCS case please for OR

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From: [Redacted]
Sent: 26 April 2018 09:01
To: First Minister
Subject: No Paediatric Consultant Jobs

Dear First Minister,

I wanted to highlight the ongoing problem with Consultant Vacancies for Paediatric Doctors in Scotland.

I studied at Edinburgh University and trained here. I also worked at Great Ormond Street Hospital to further my experience and bring the skills and knowledge I had gained back to Scotland. I am nearing the end of my training and have achieved more than I thought I would have through determination and hard work - often in my own time.

I am however devastated to hear there is no funding for a Consultant role for me here in Edinburgh. I am now looking at moving to England due to lack of opportunities here. My family are here and I had no intention to move. I love Edinburgh and I am proud of my Scottish roots!

I do think you are losing excellent doctors and hope that perhaps this could be addressed further.

I have attached my CV to show what I have achieved yet I am faced with no job.

I understand how busy you are and have the upmost respect for the work you do.
Hopefully this message will result in further discussion.

Kind regards
[Redacted]

This email has been scanned by the Symantec Email Security.cloud service.
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[CV redacted in full as it contains data which is completely personal to the writer and every section of it could lead to identification of the writer or others mentioned in the correspondence]