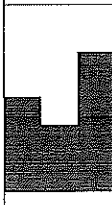

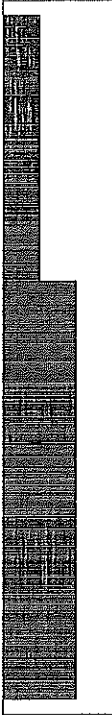




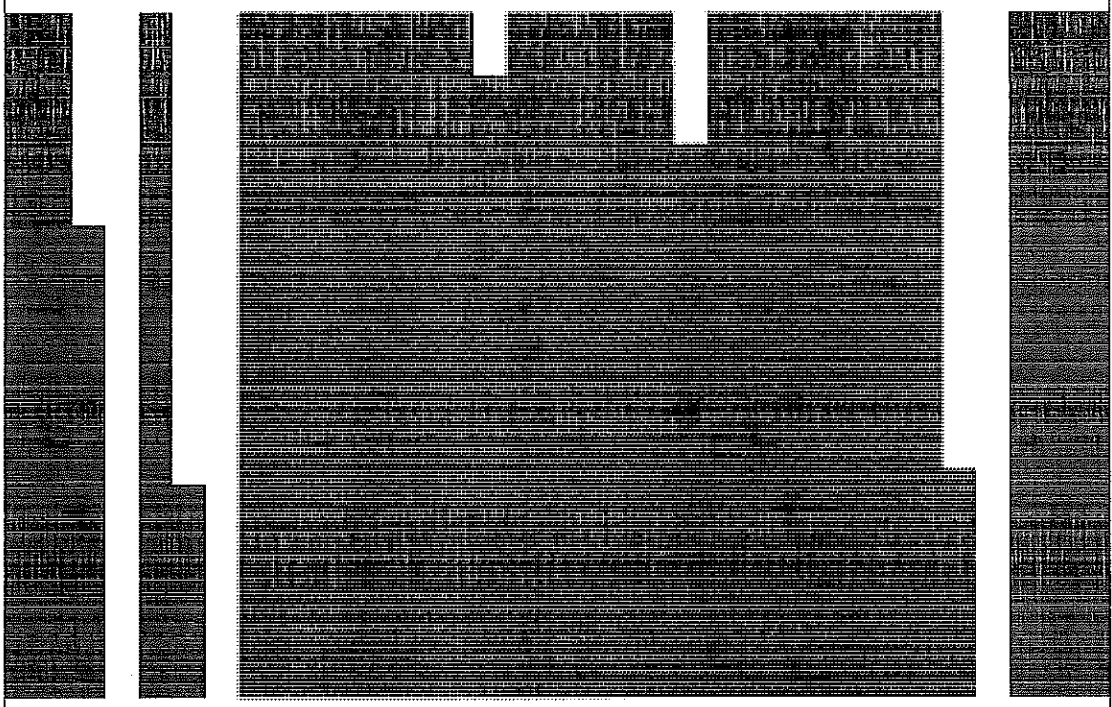

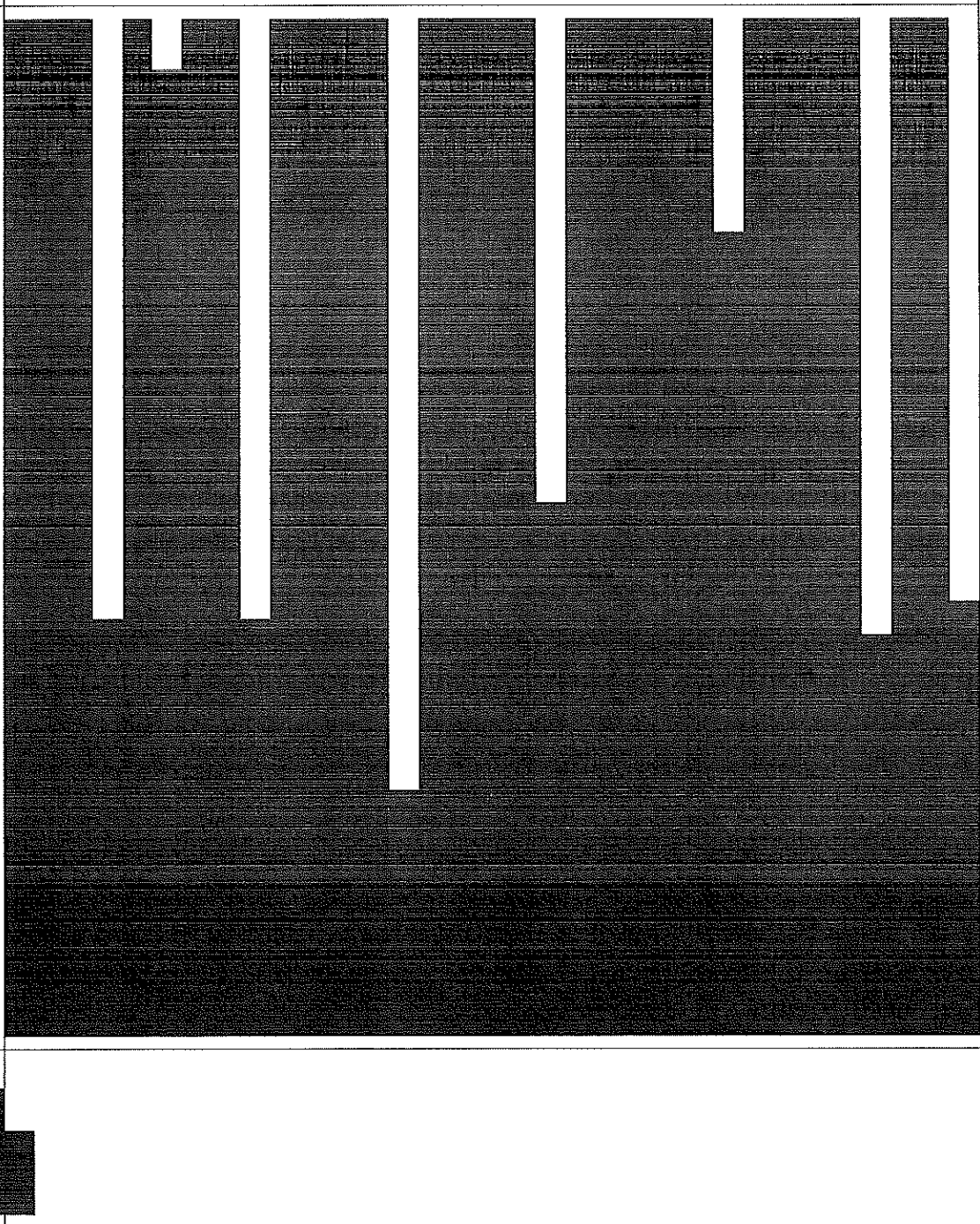



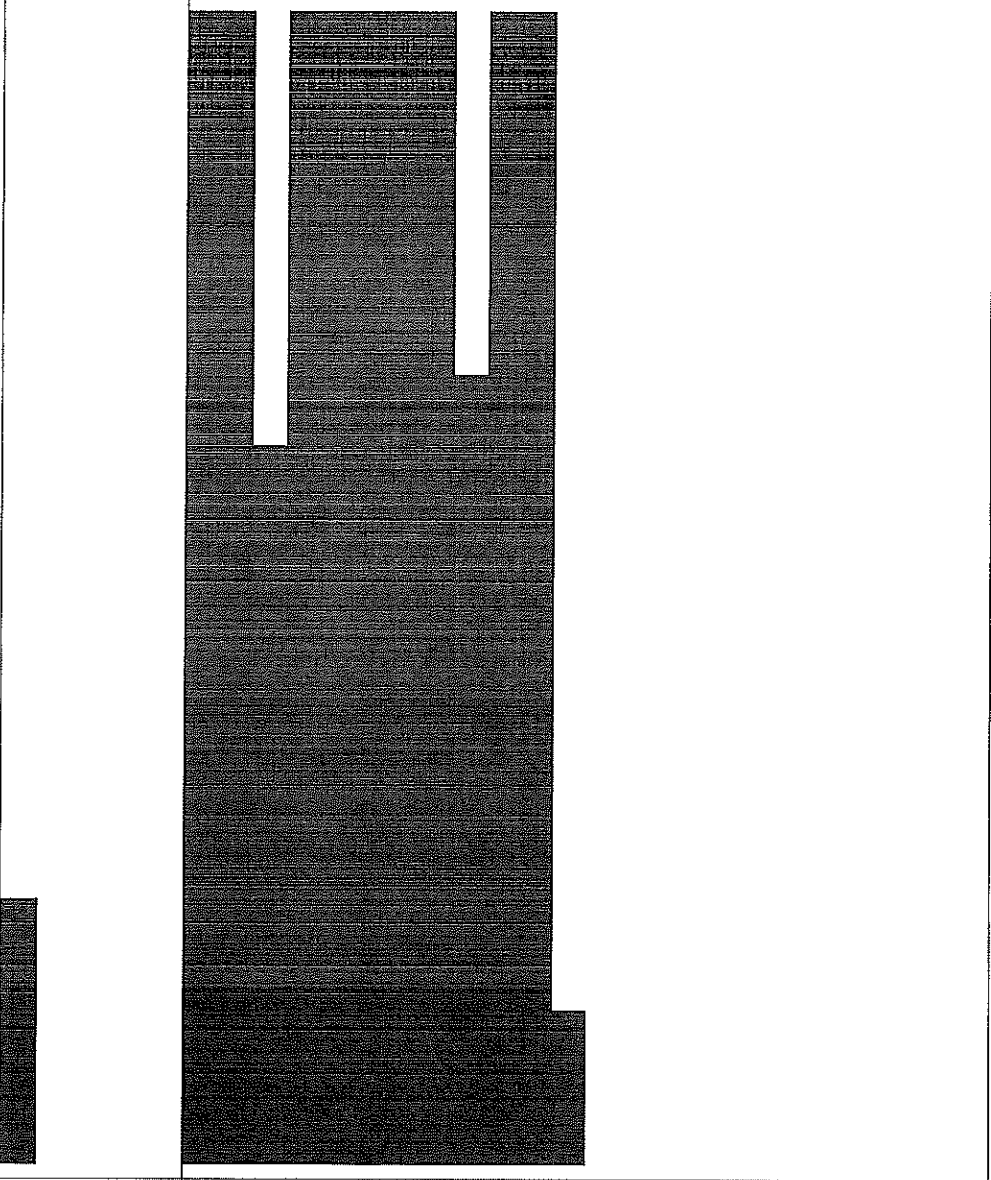
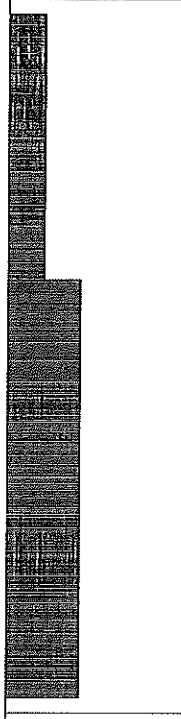
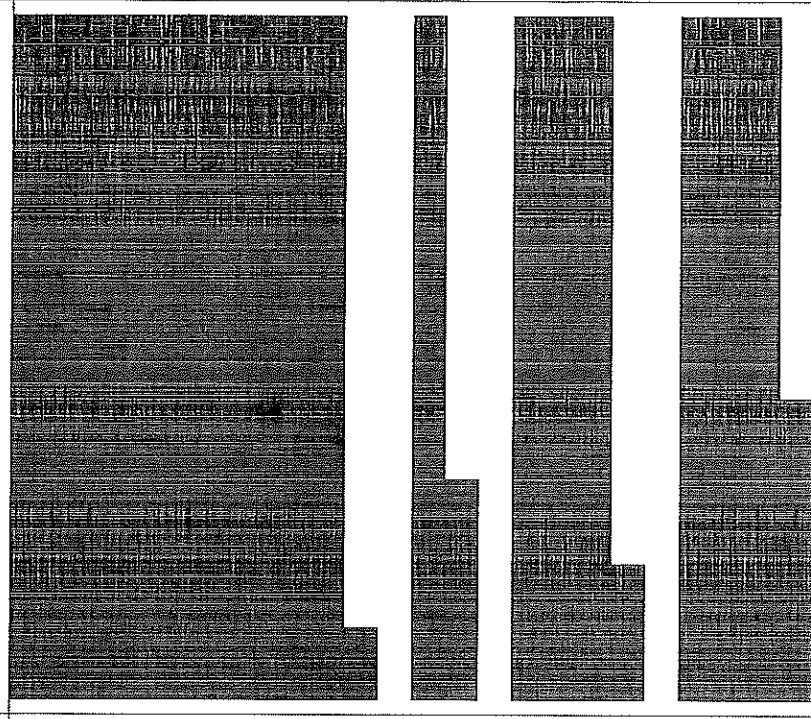
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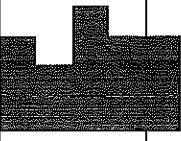

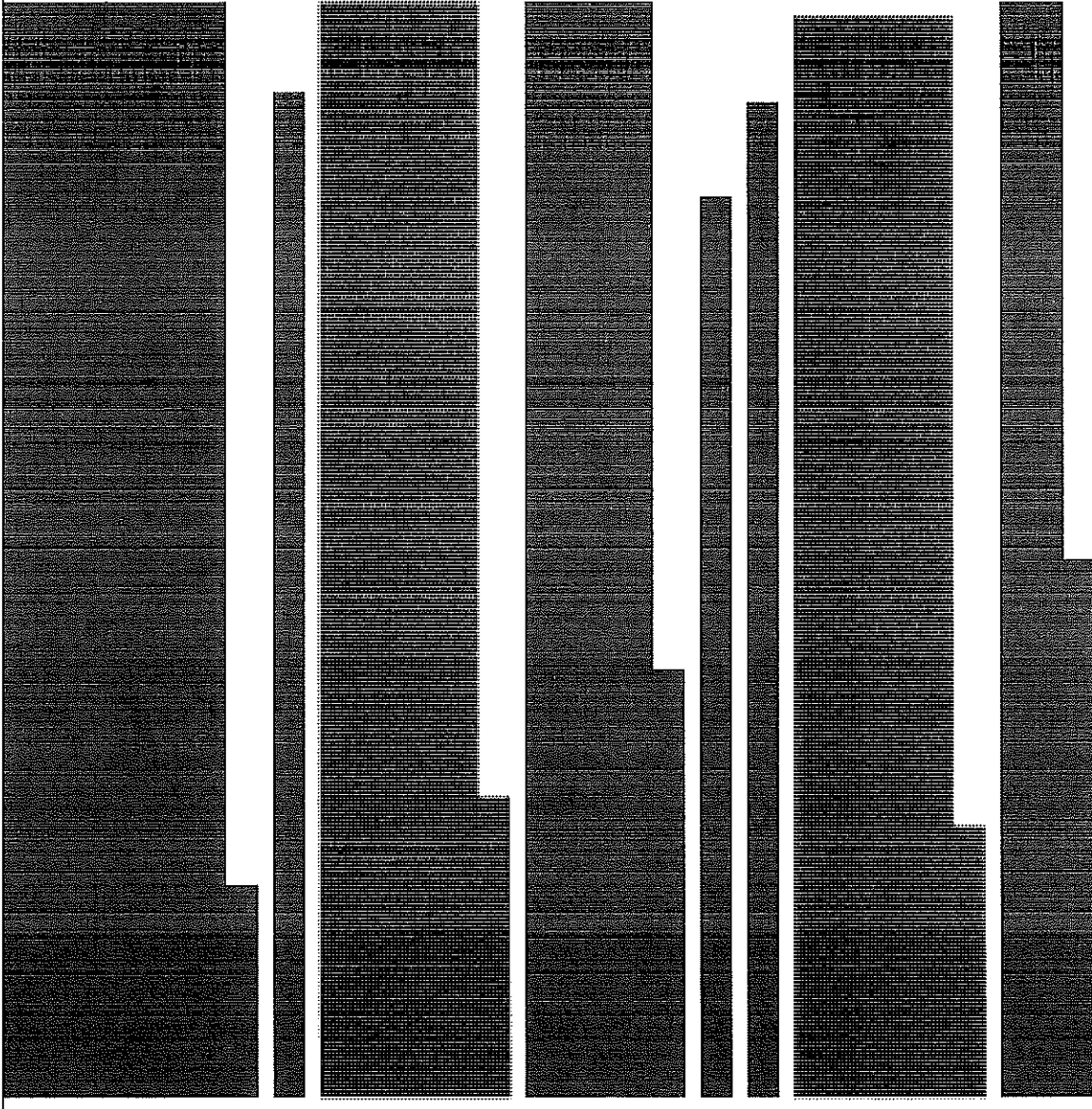



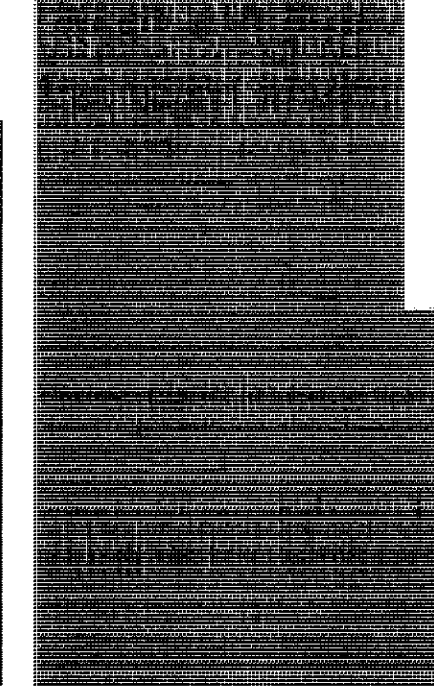

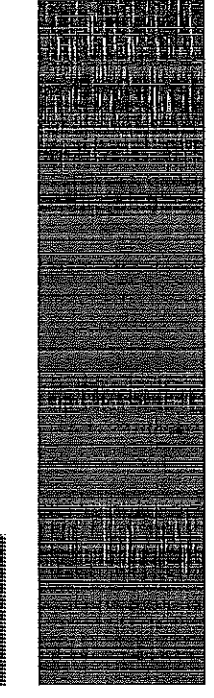
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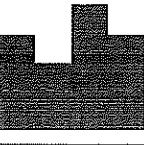

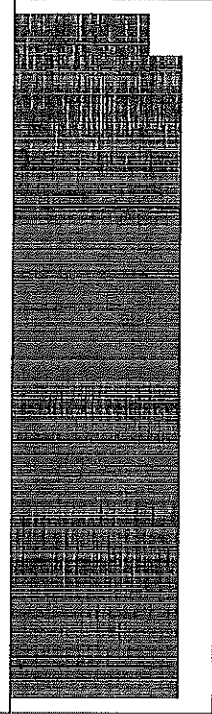
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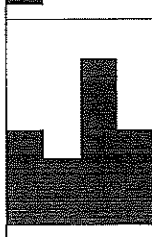


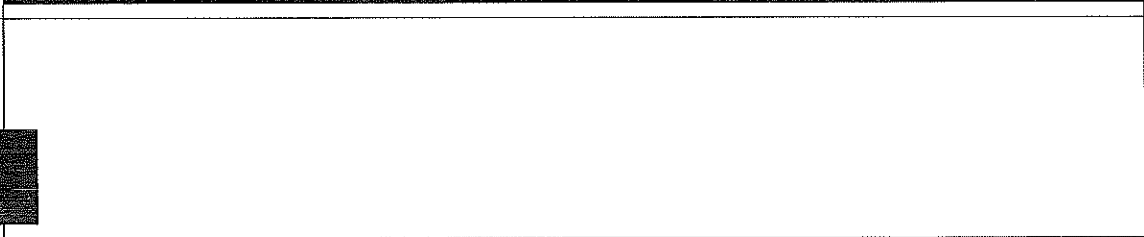
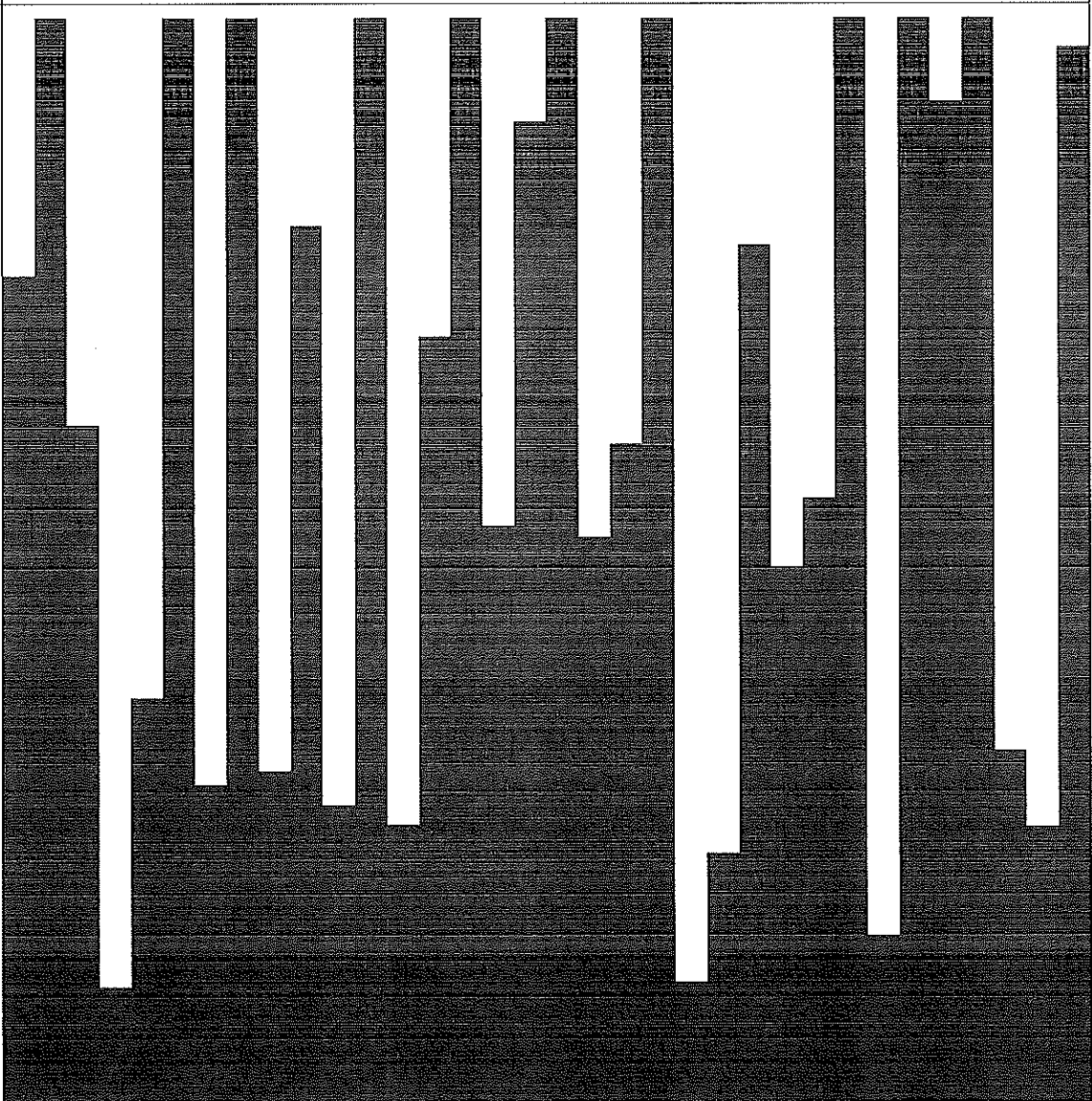
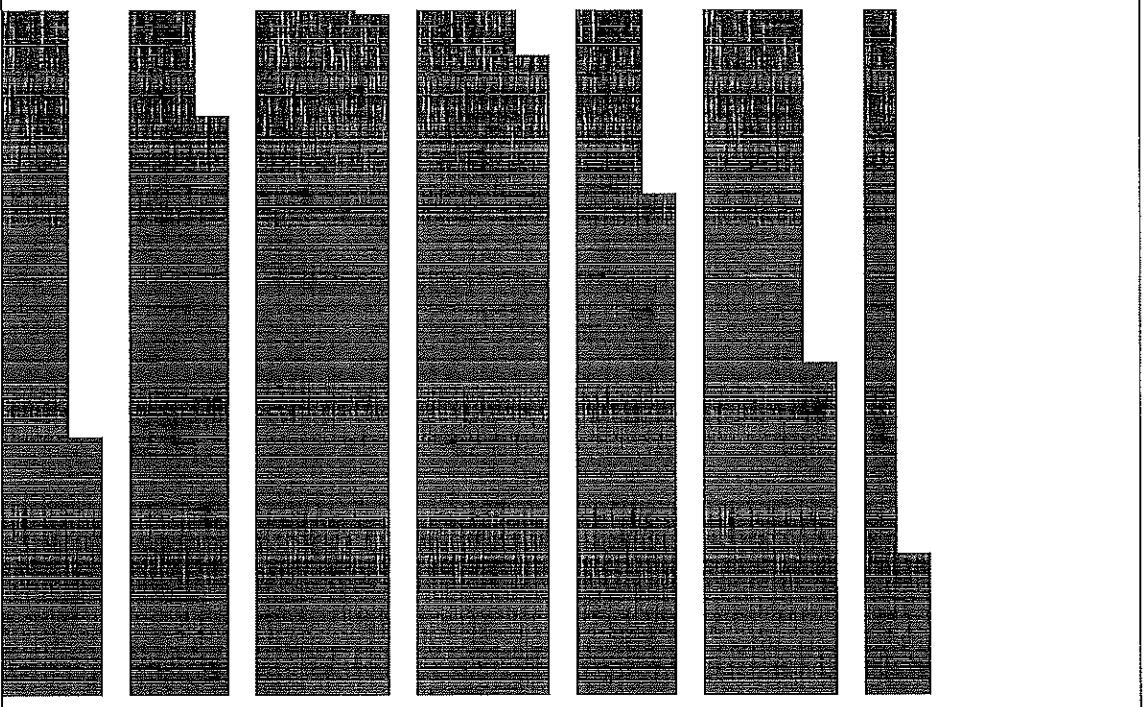
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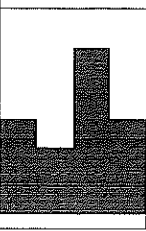
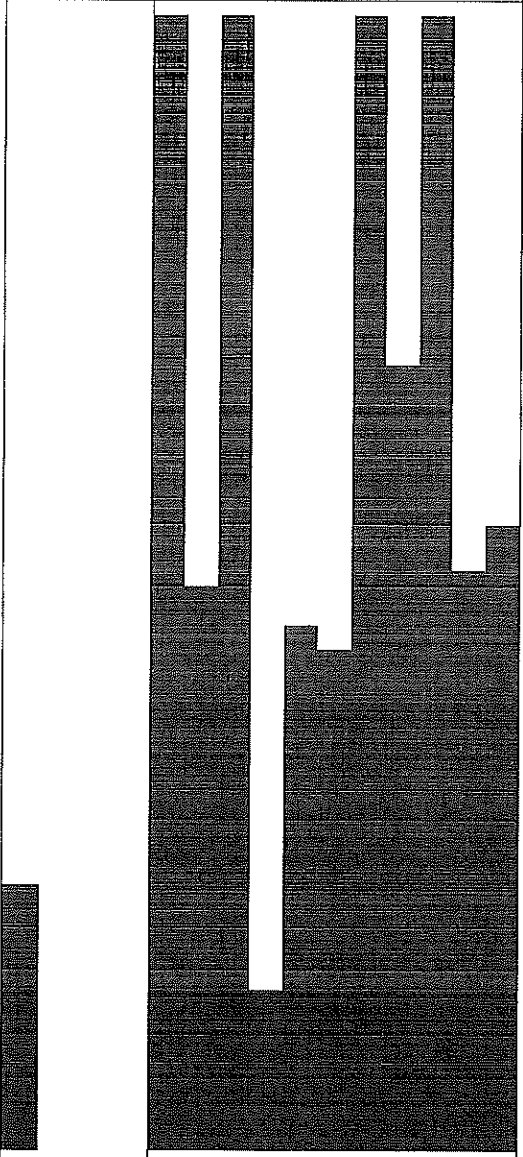

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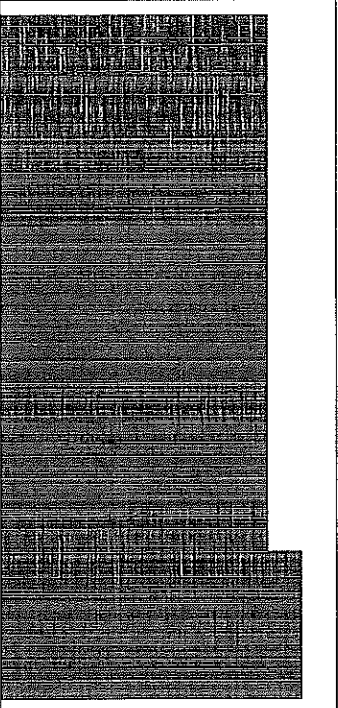
		
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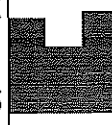
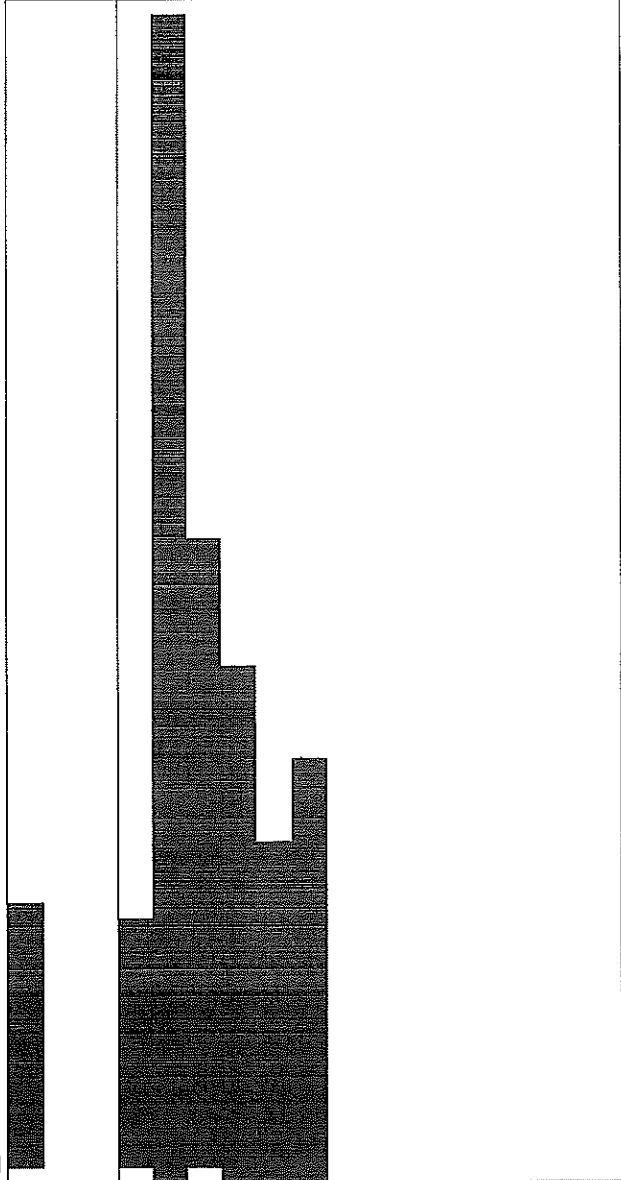


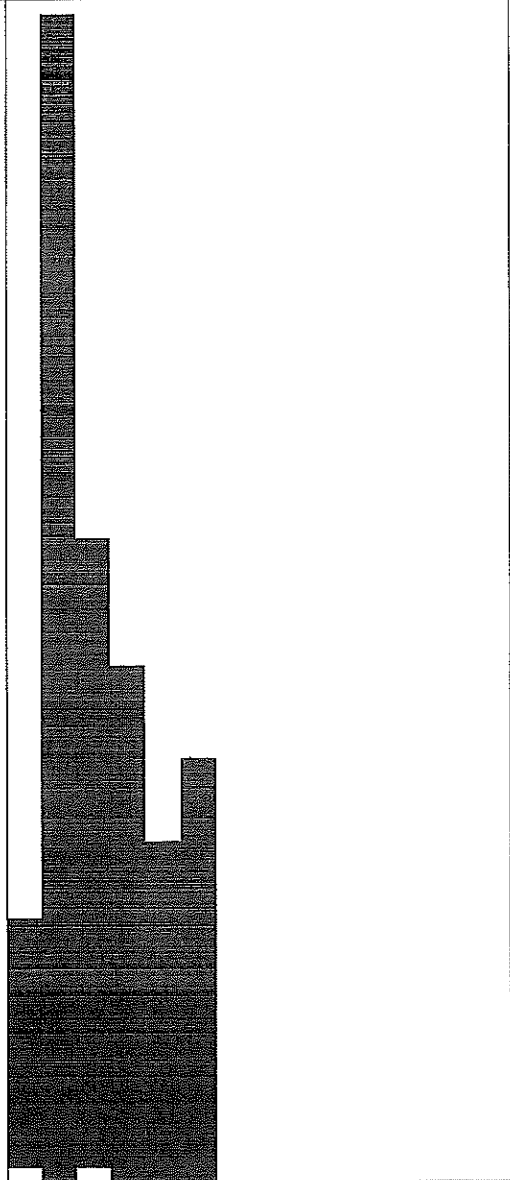
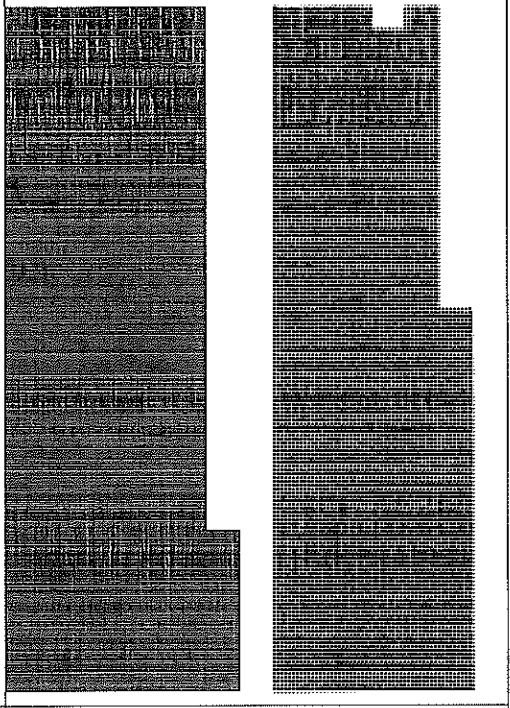
		
		

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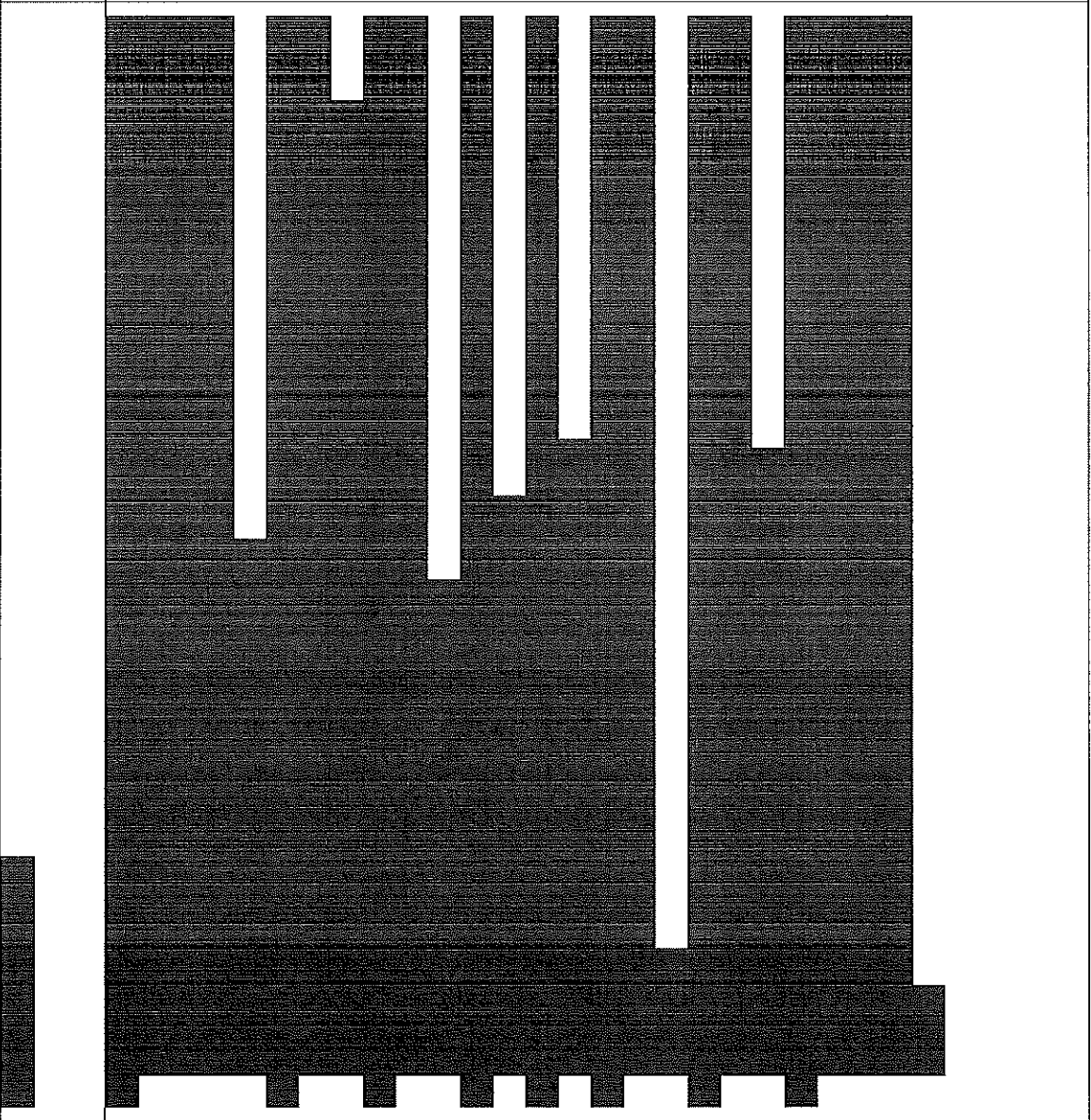

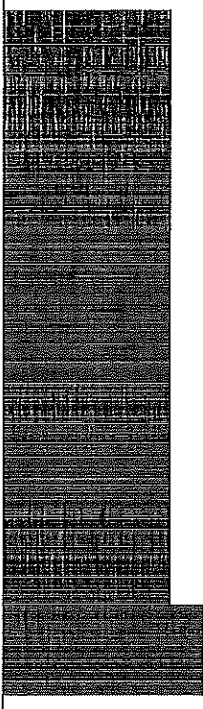
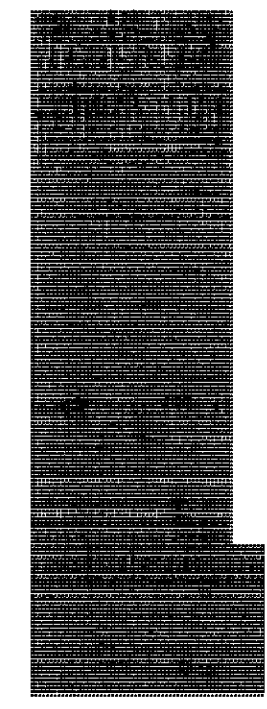
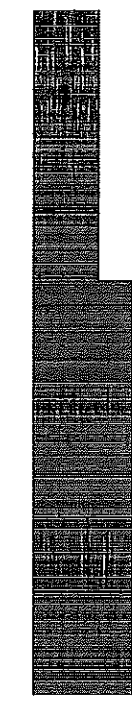
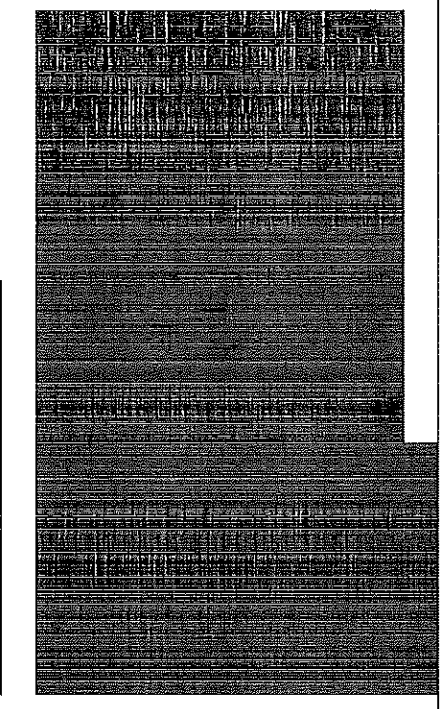
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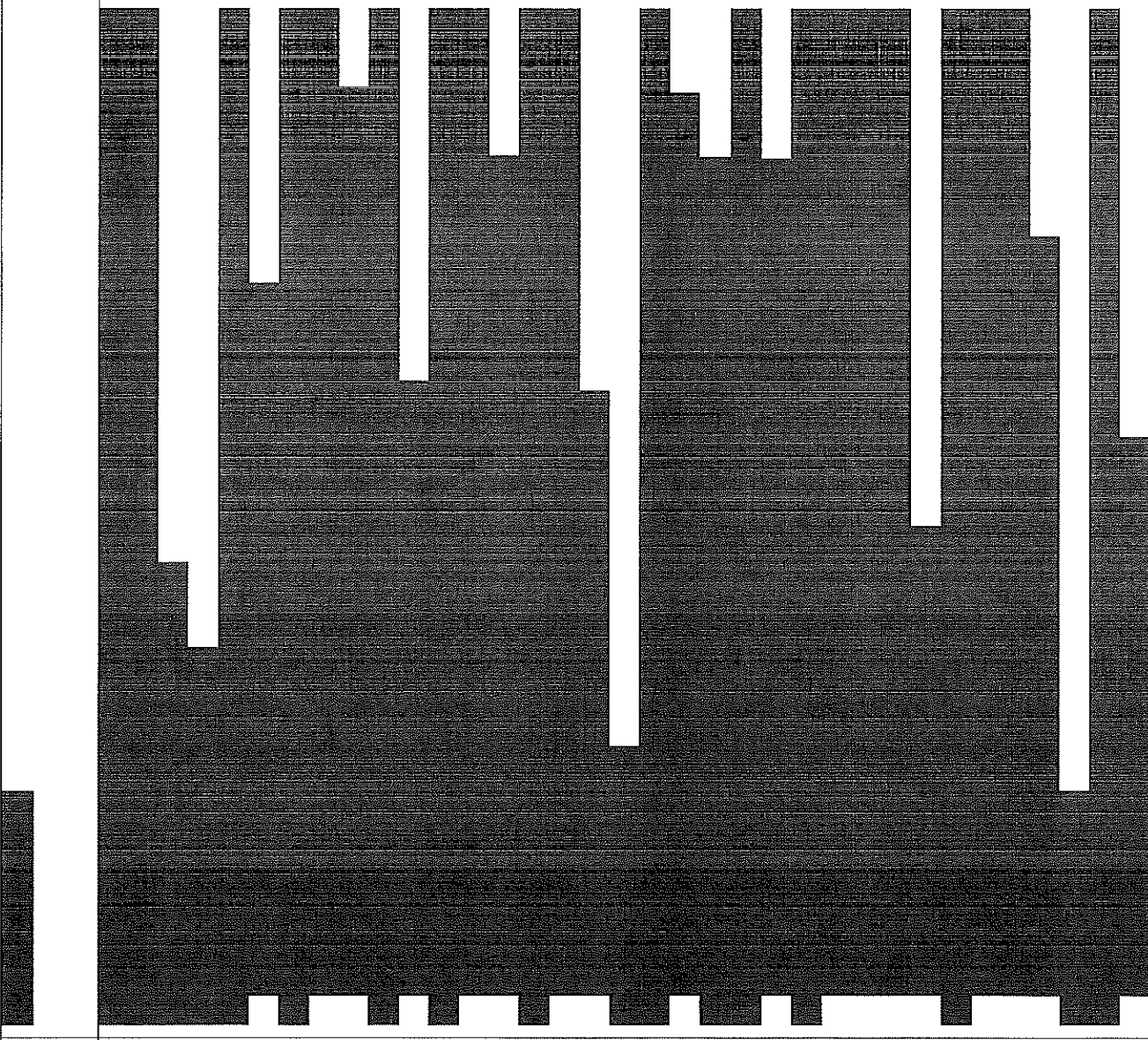


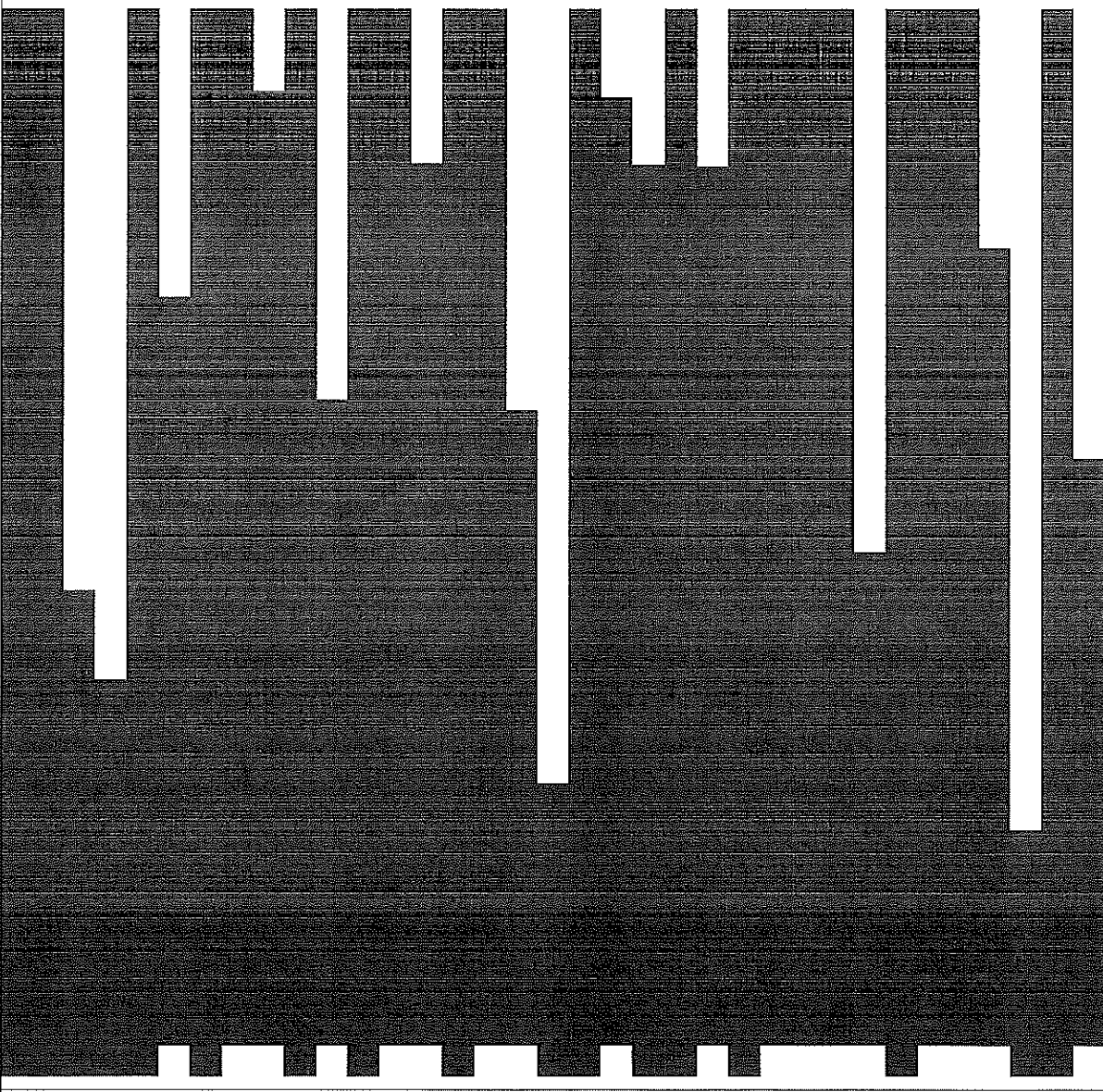
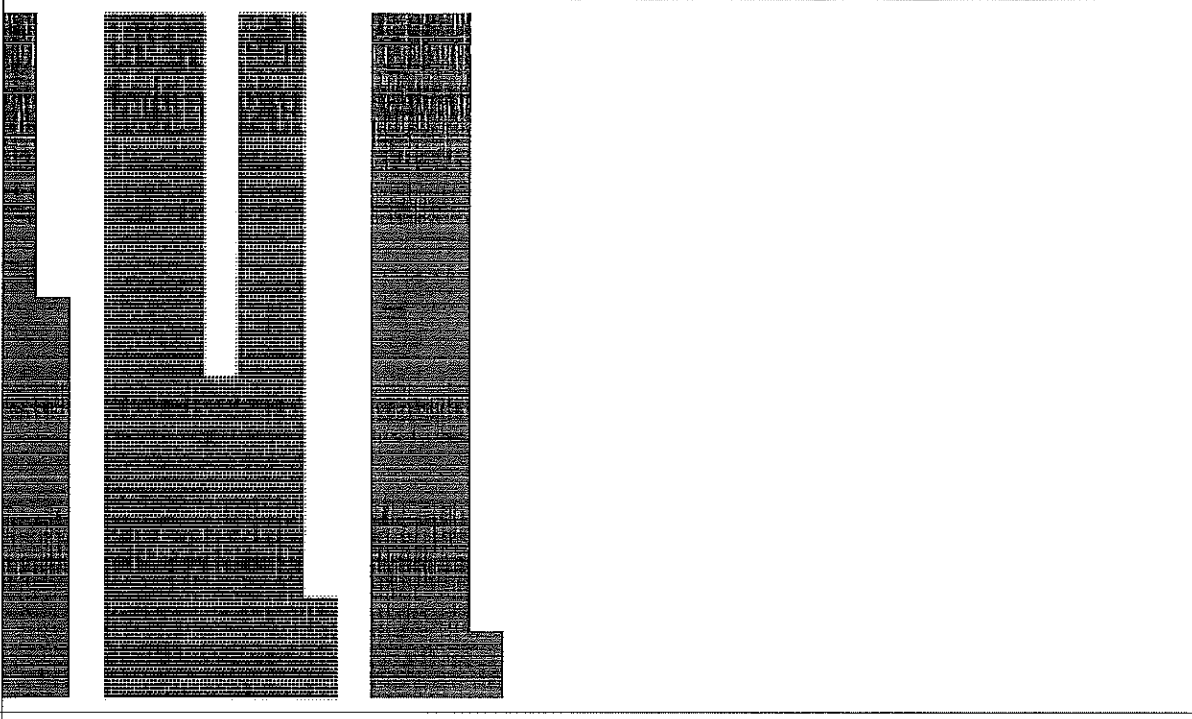
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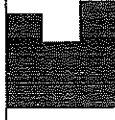

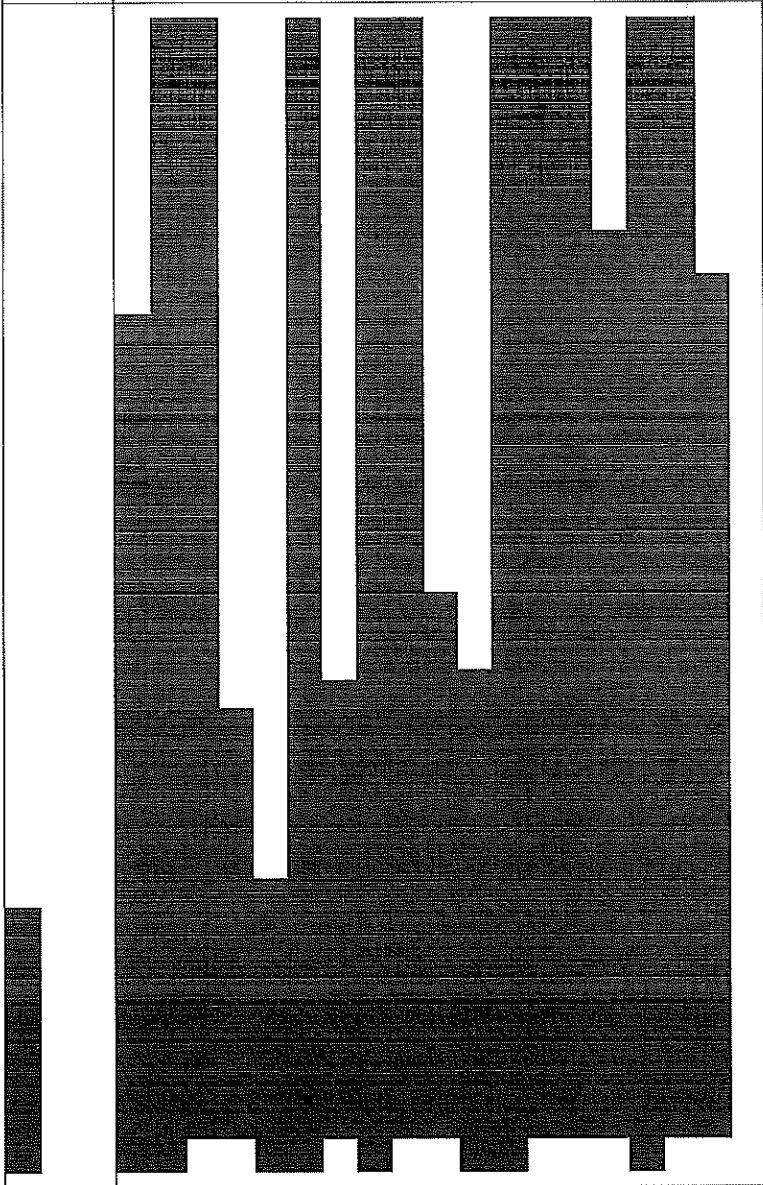

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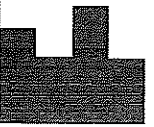



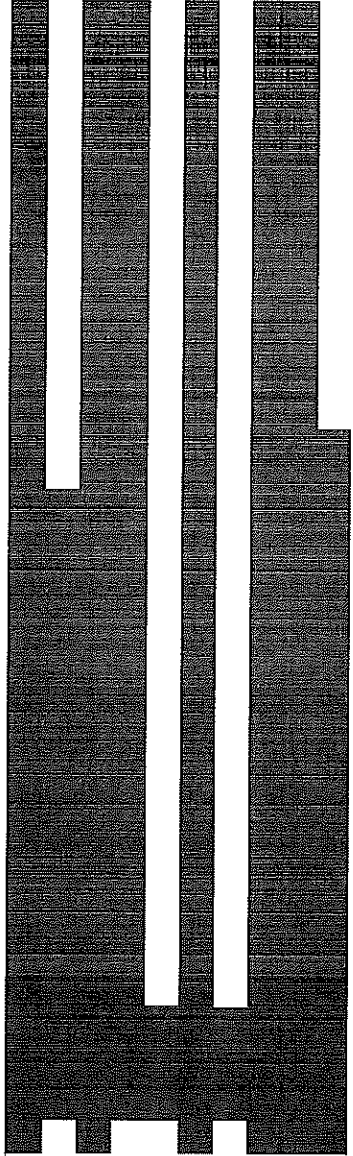
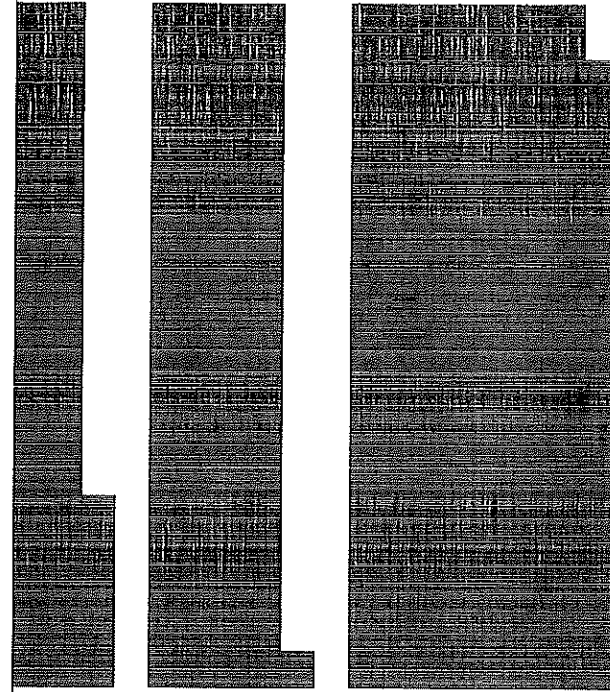
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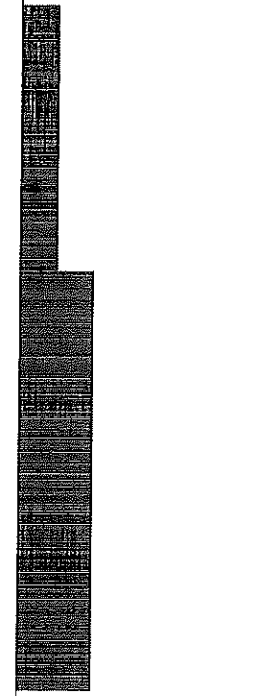
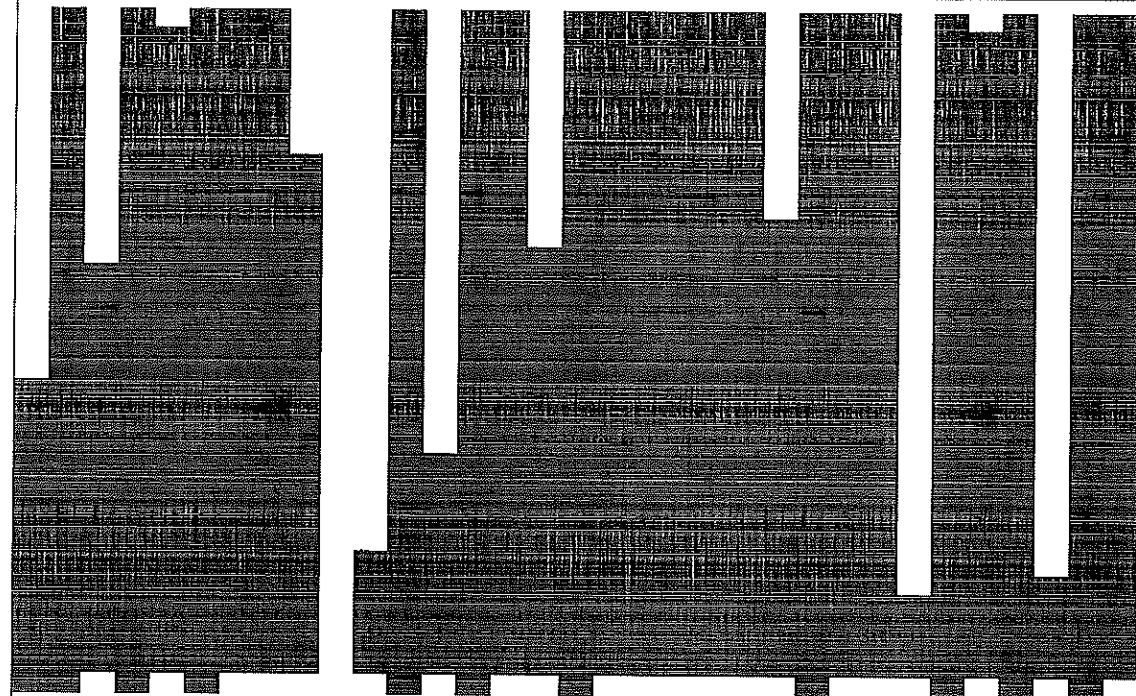
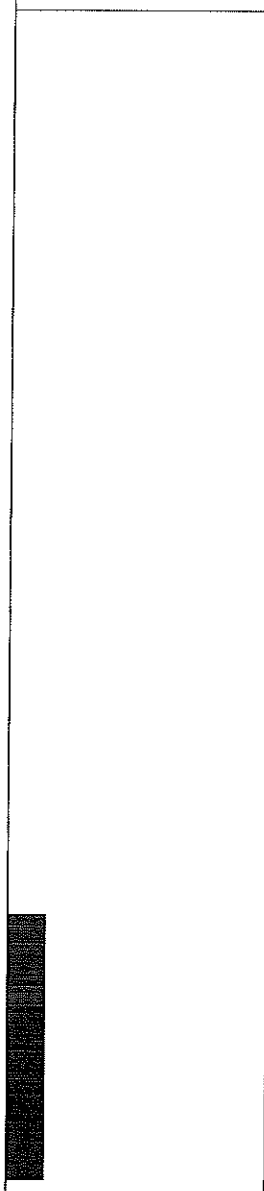
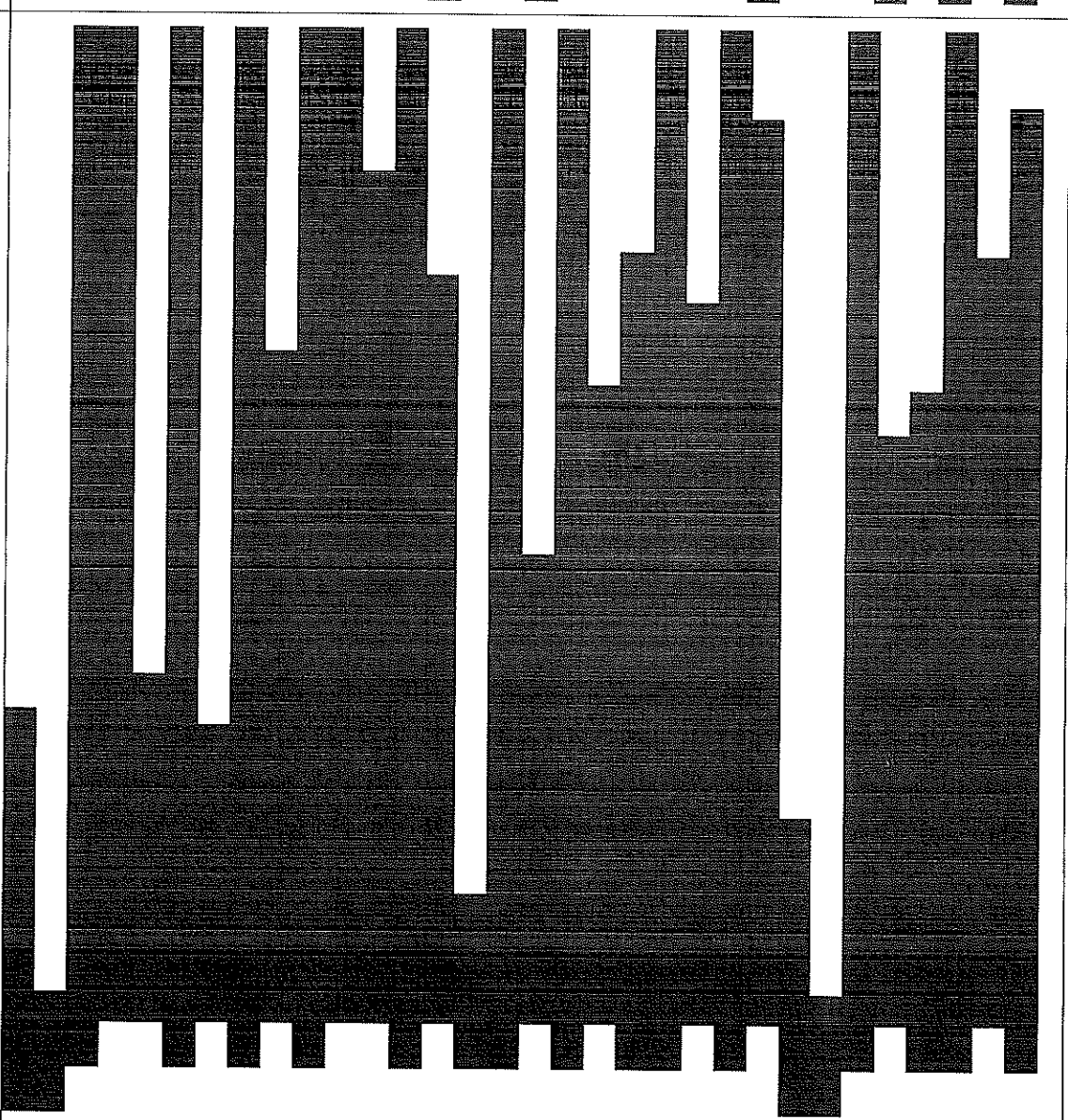
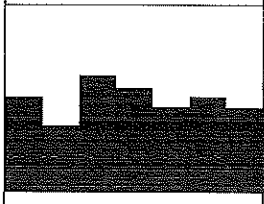
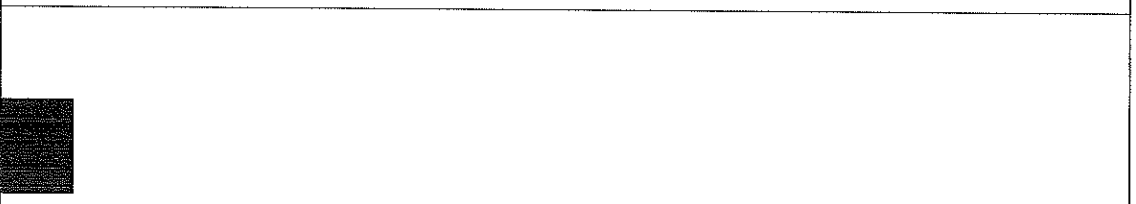
		
		

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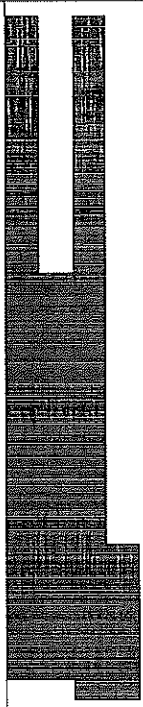

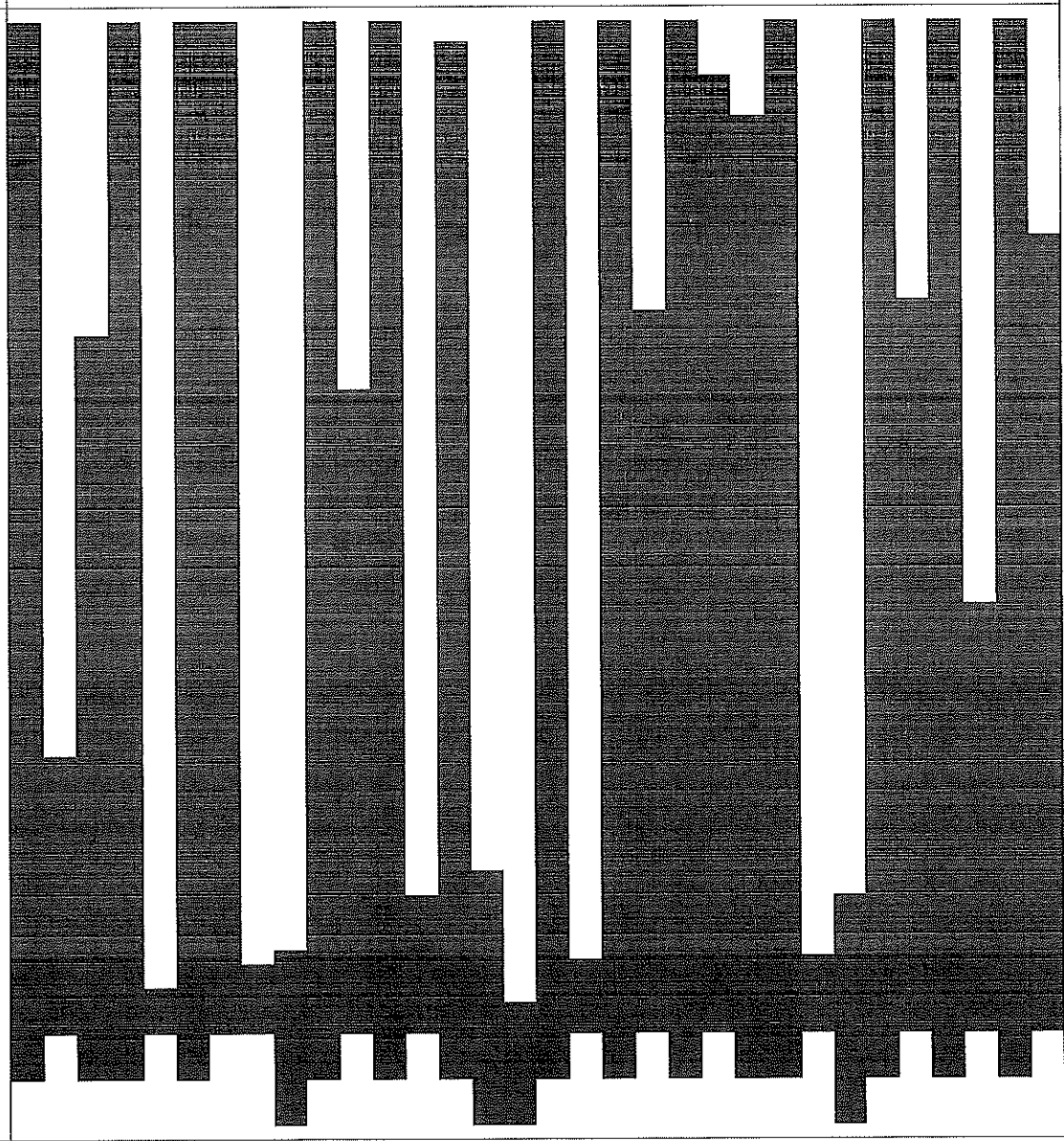
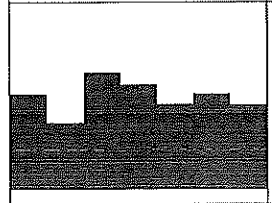
			
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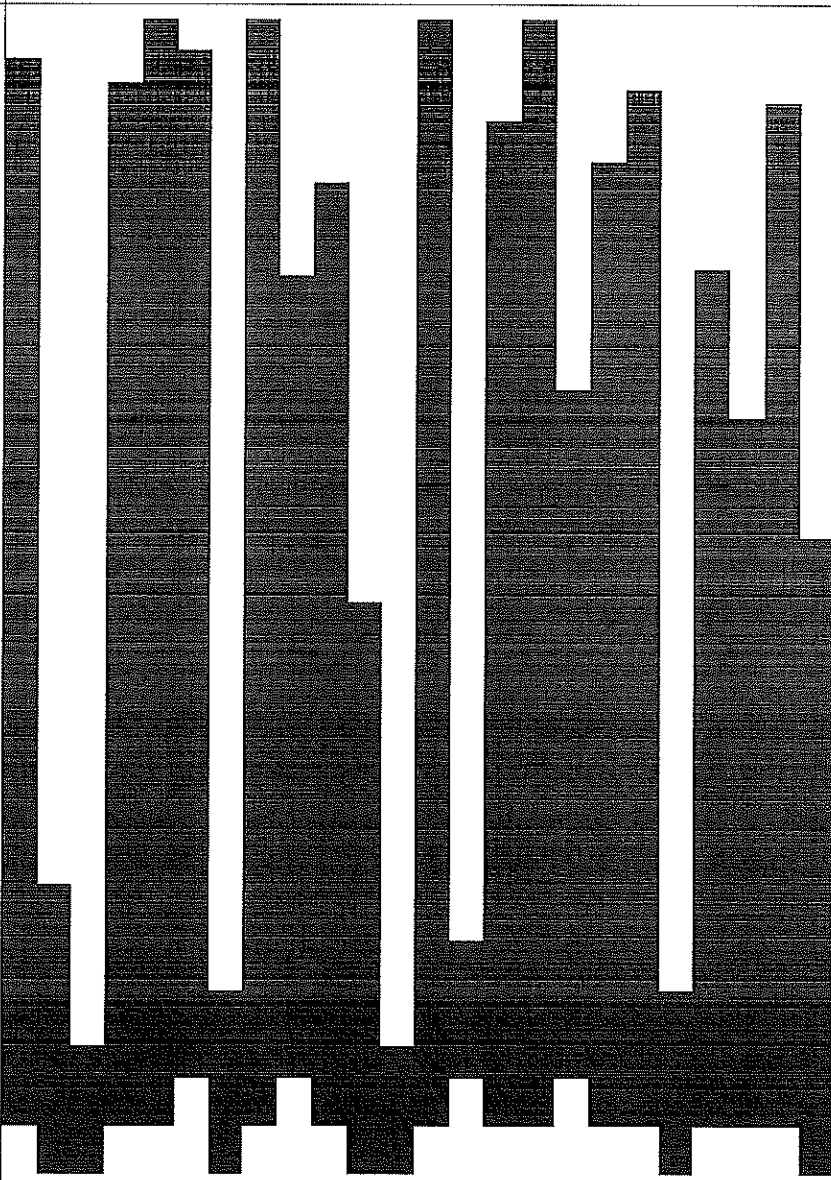
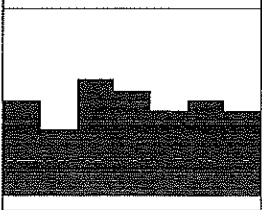
		
		



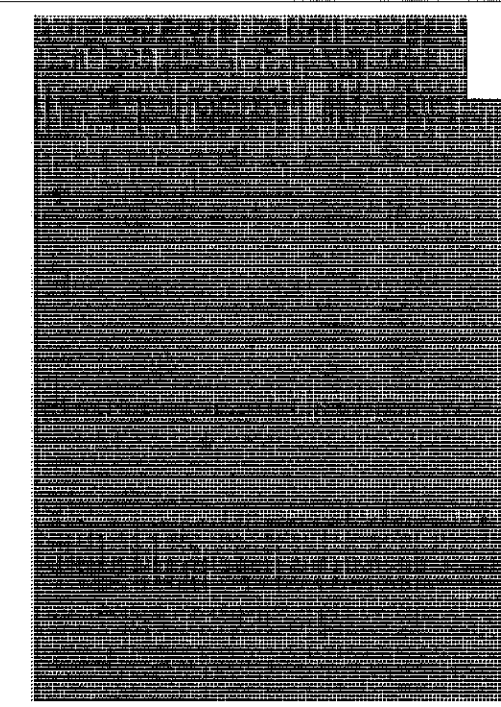
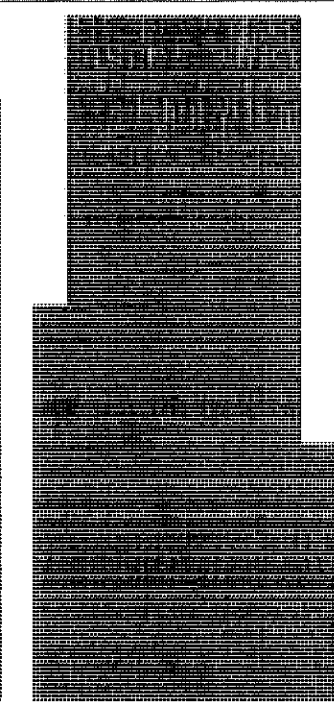
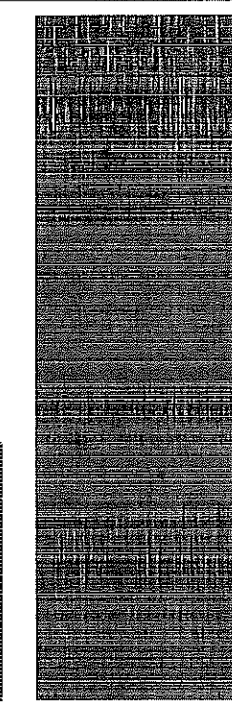
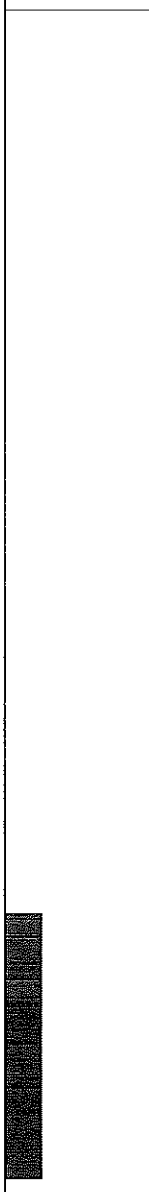

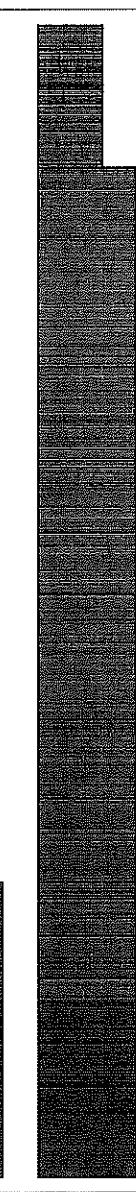
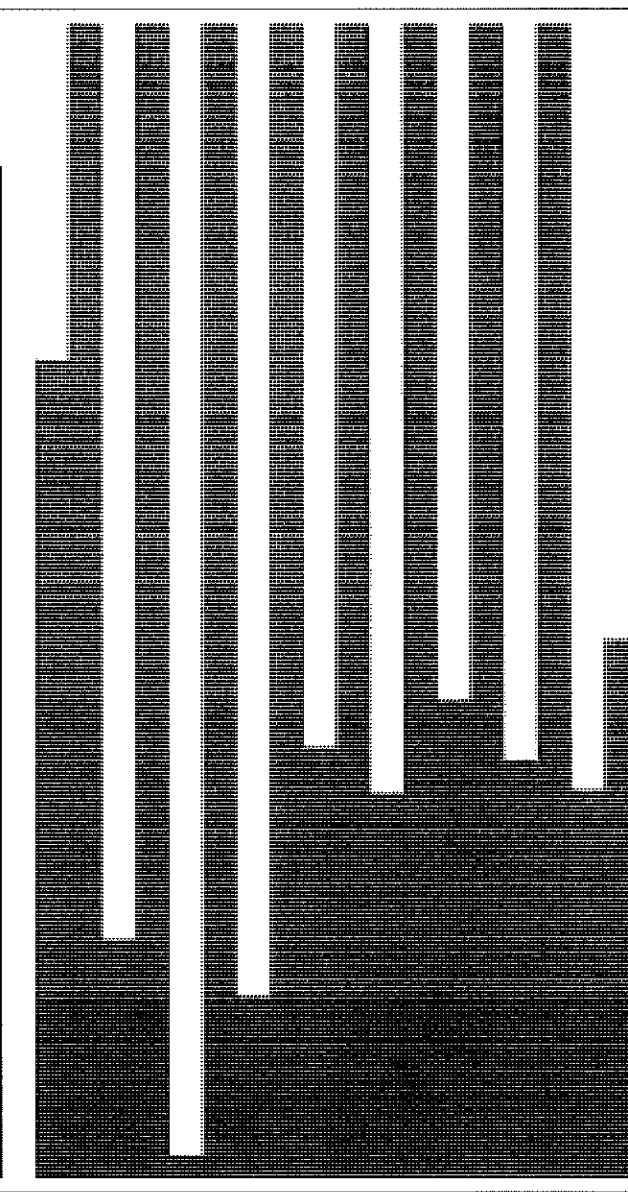
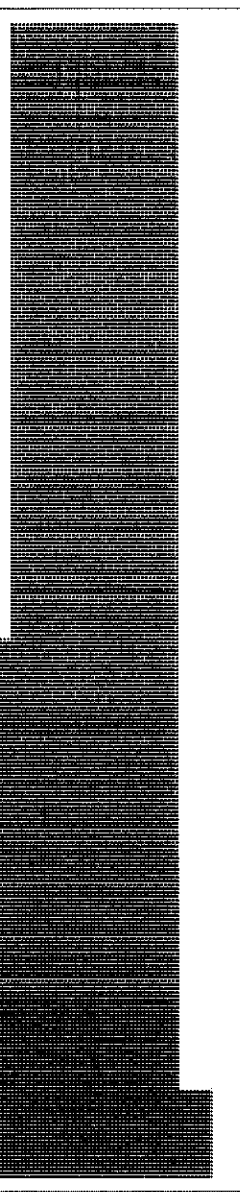
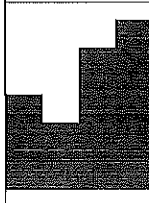
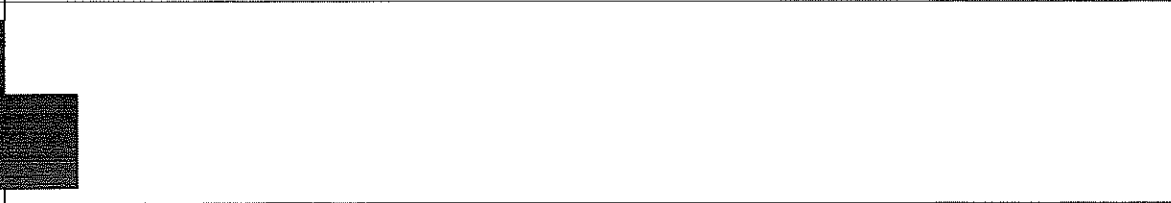
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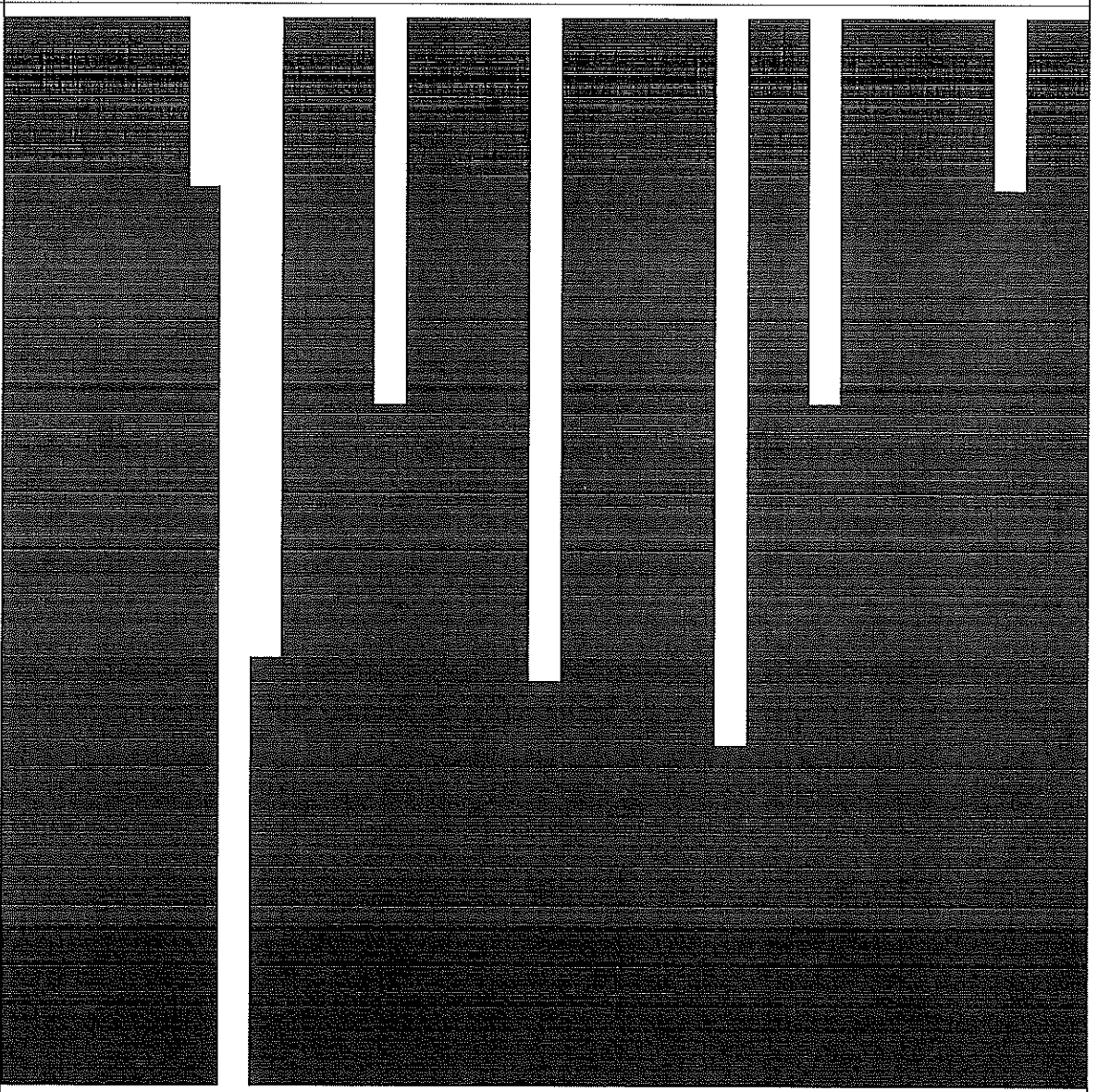
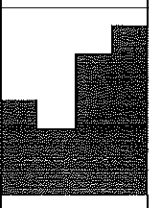
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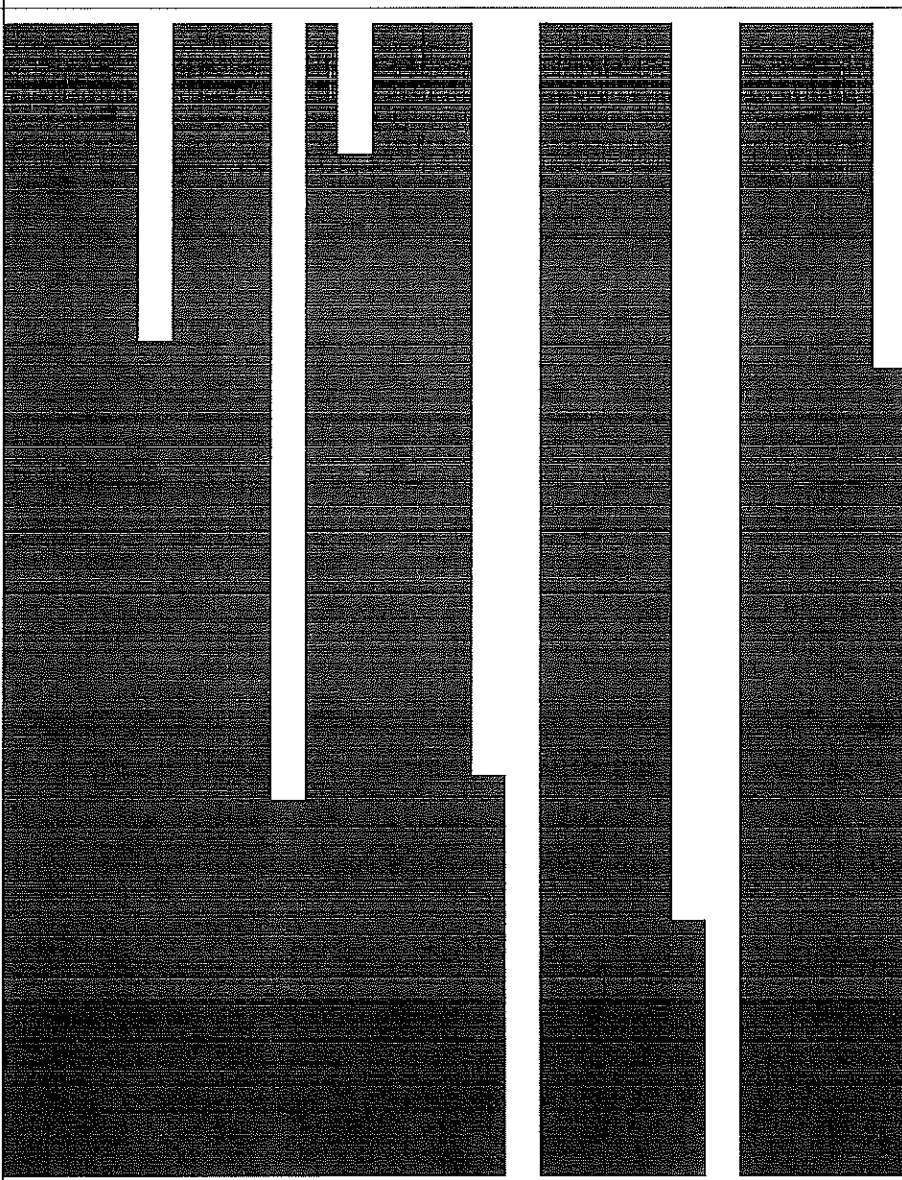
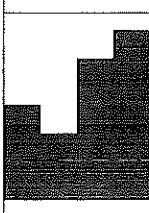
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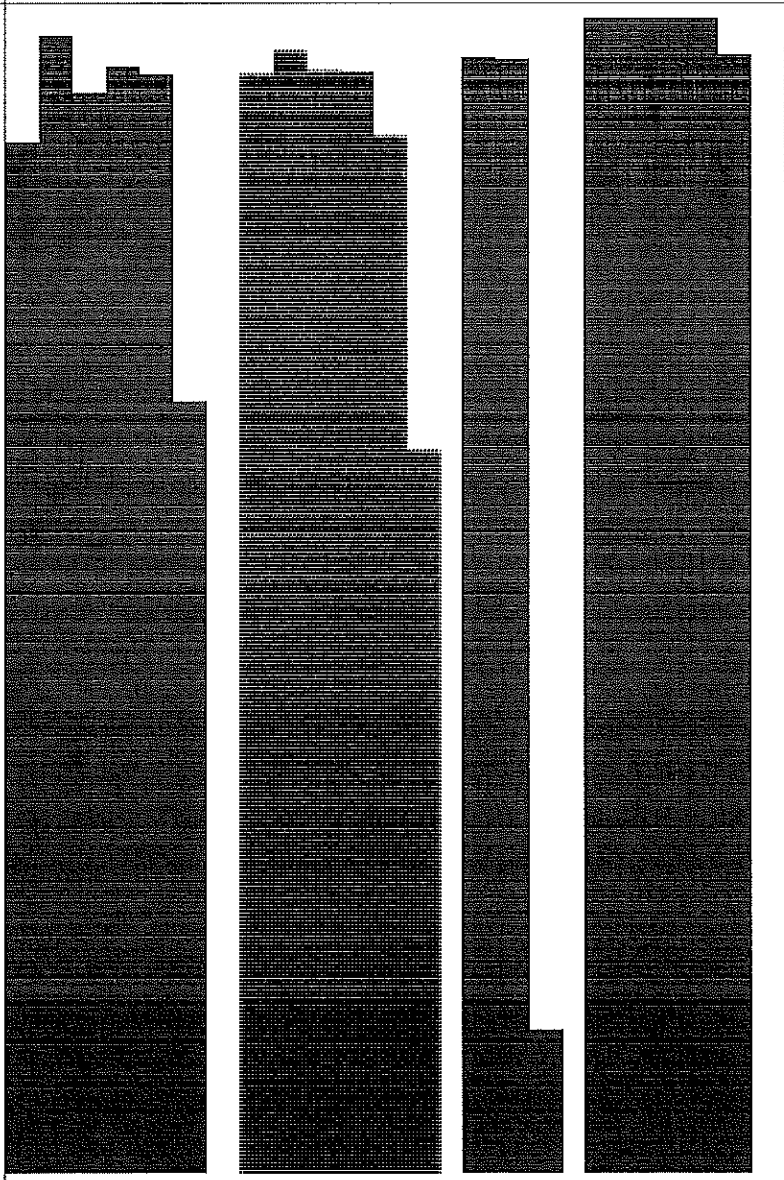

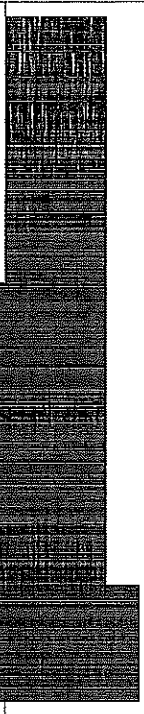

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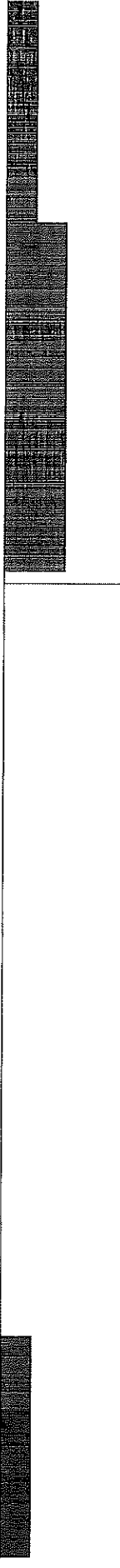

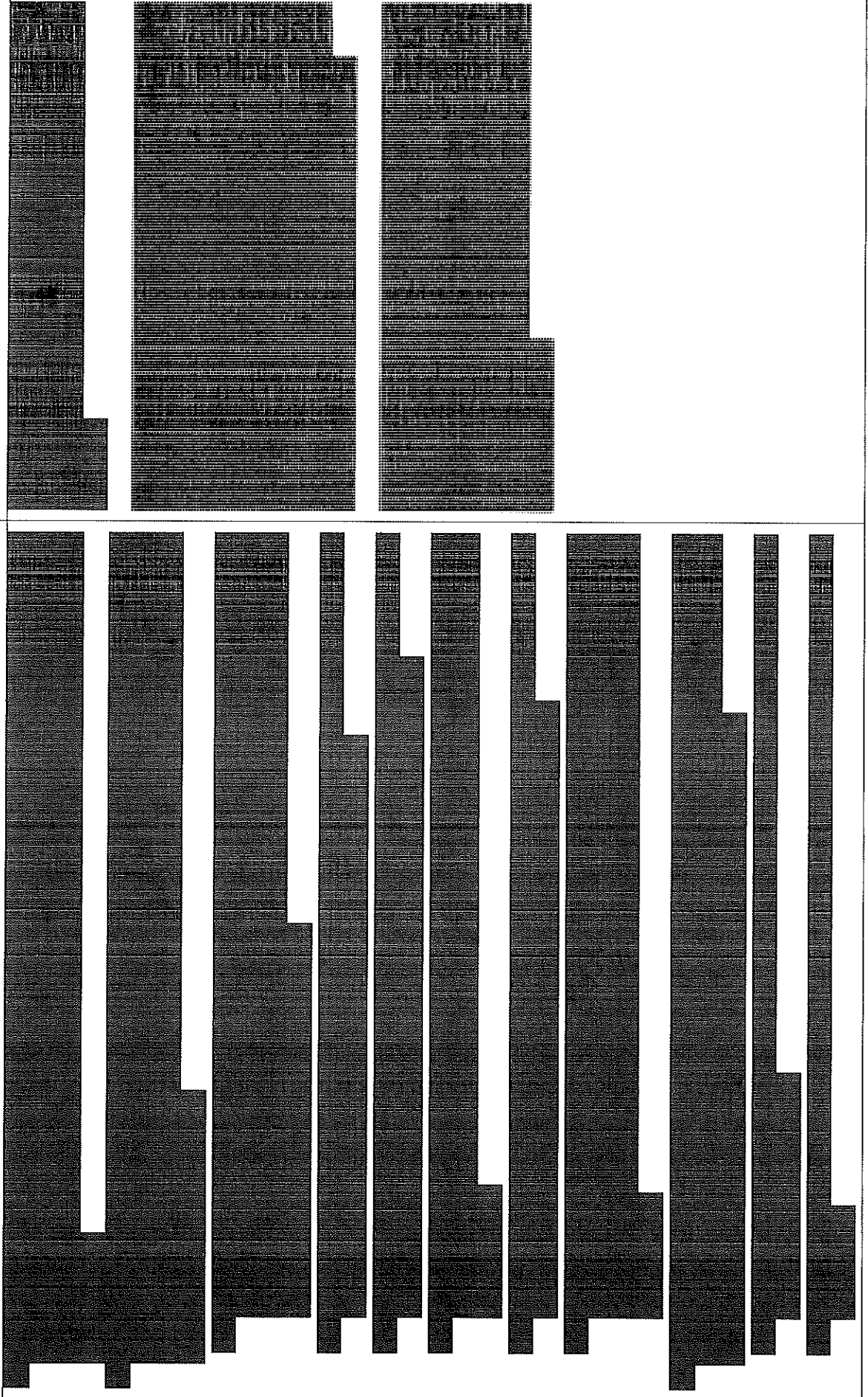
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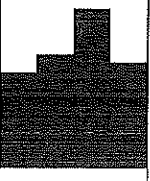


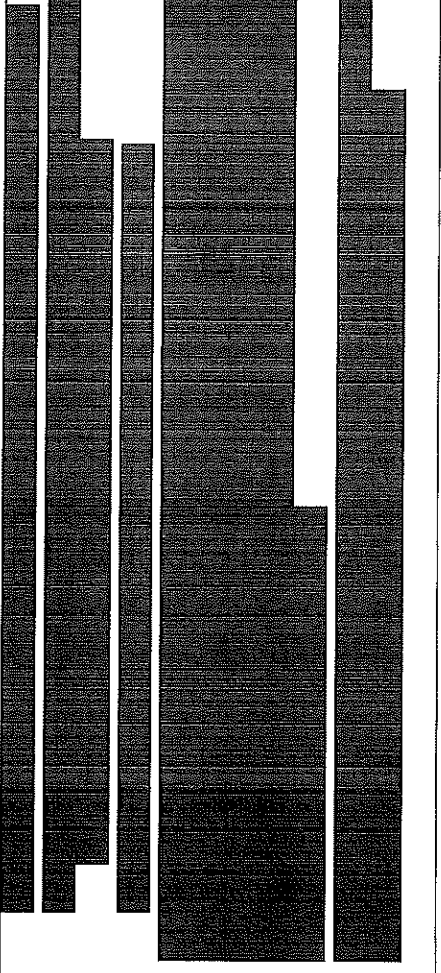
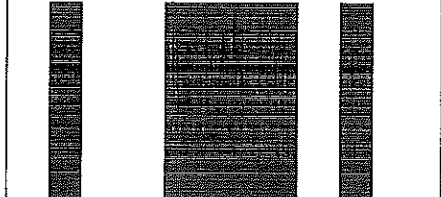
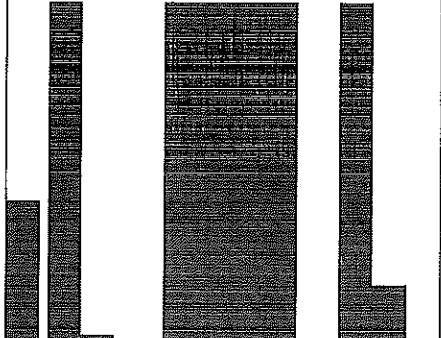
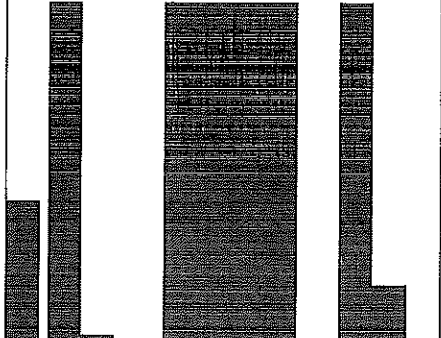
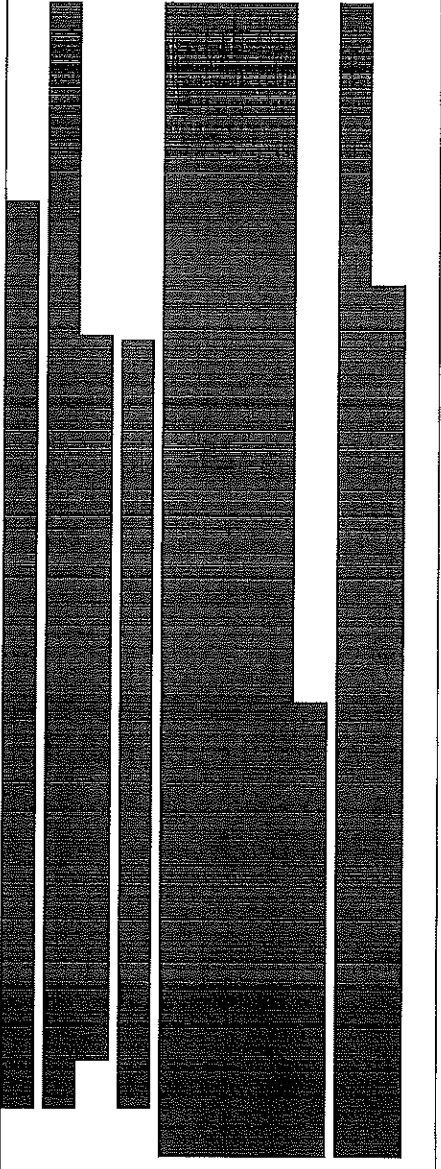
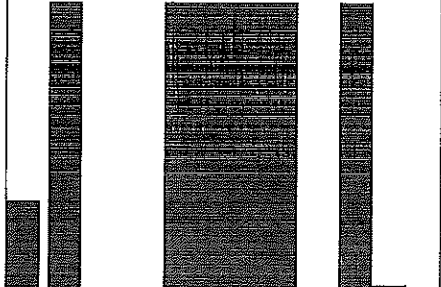
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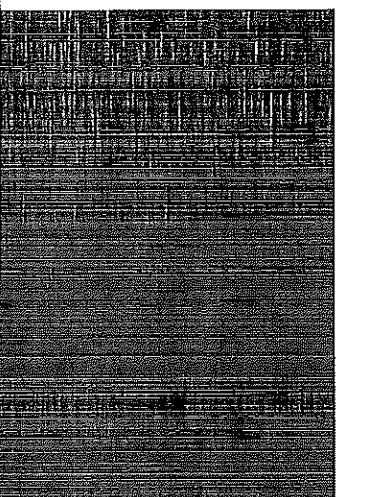

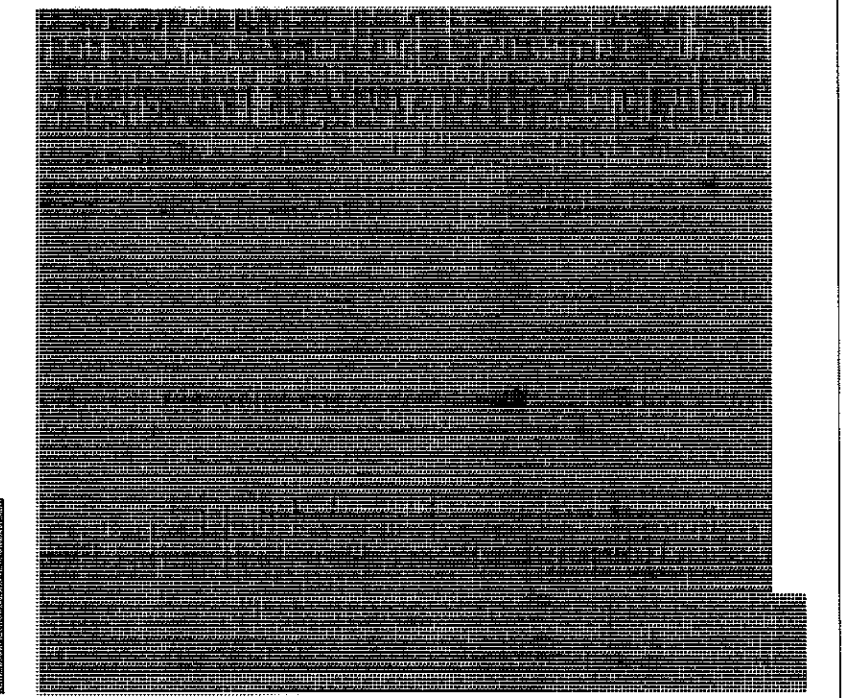


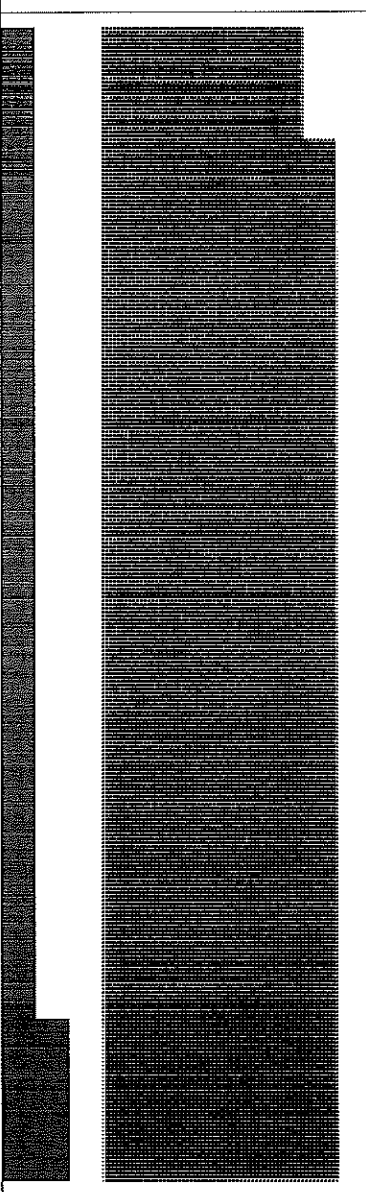
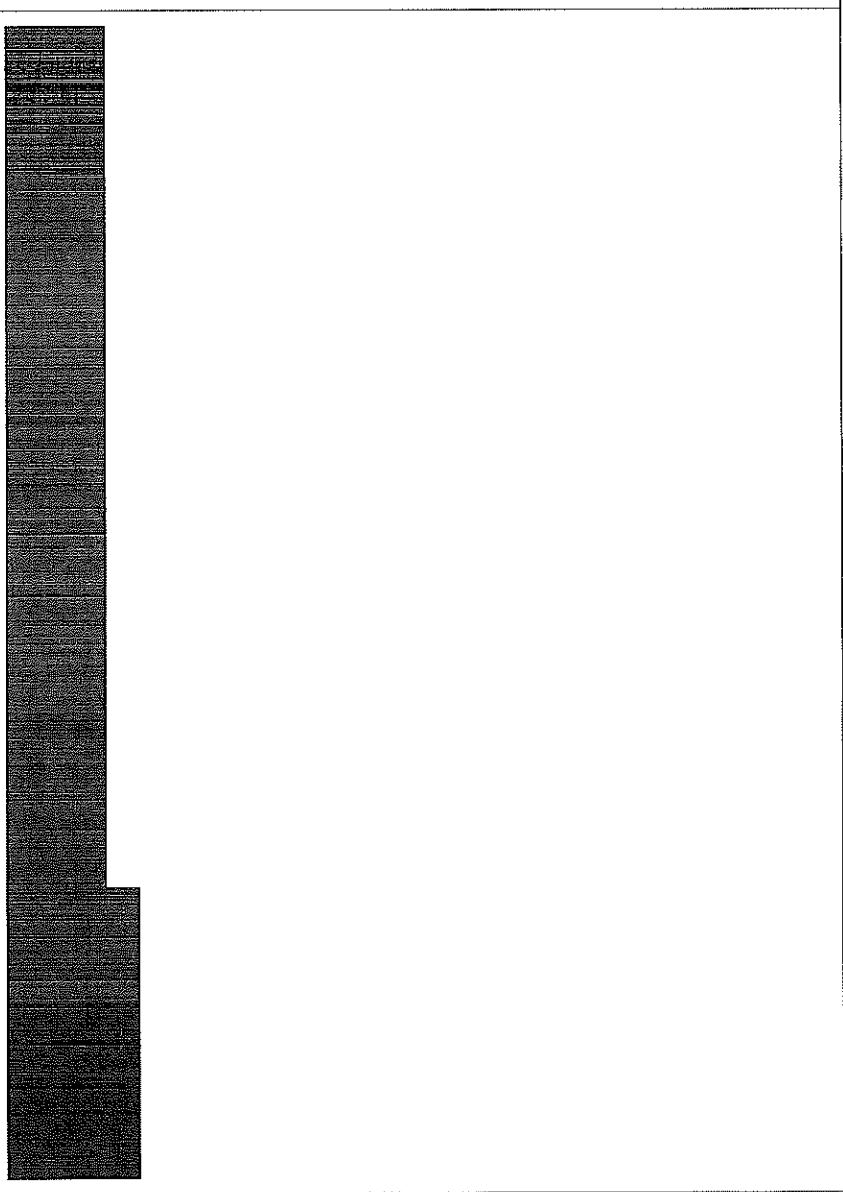
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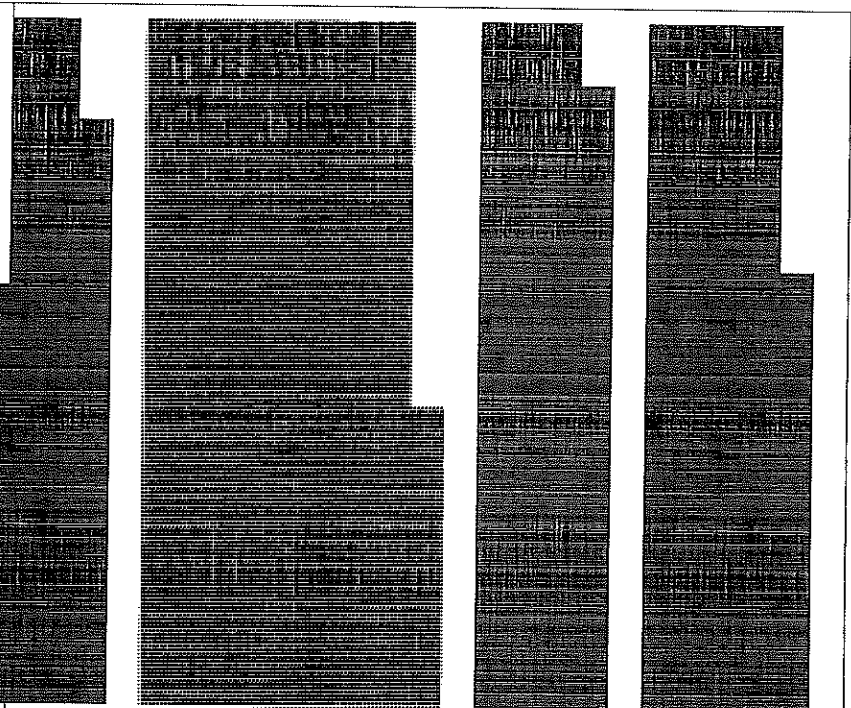
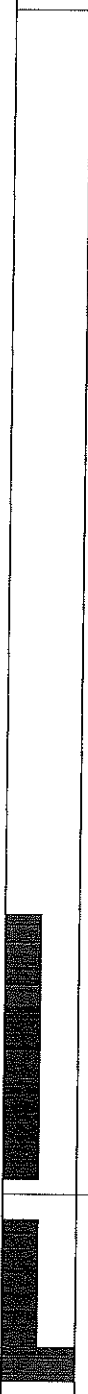
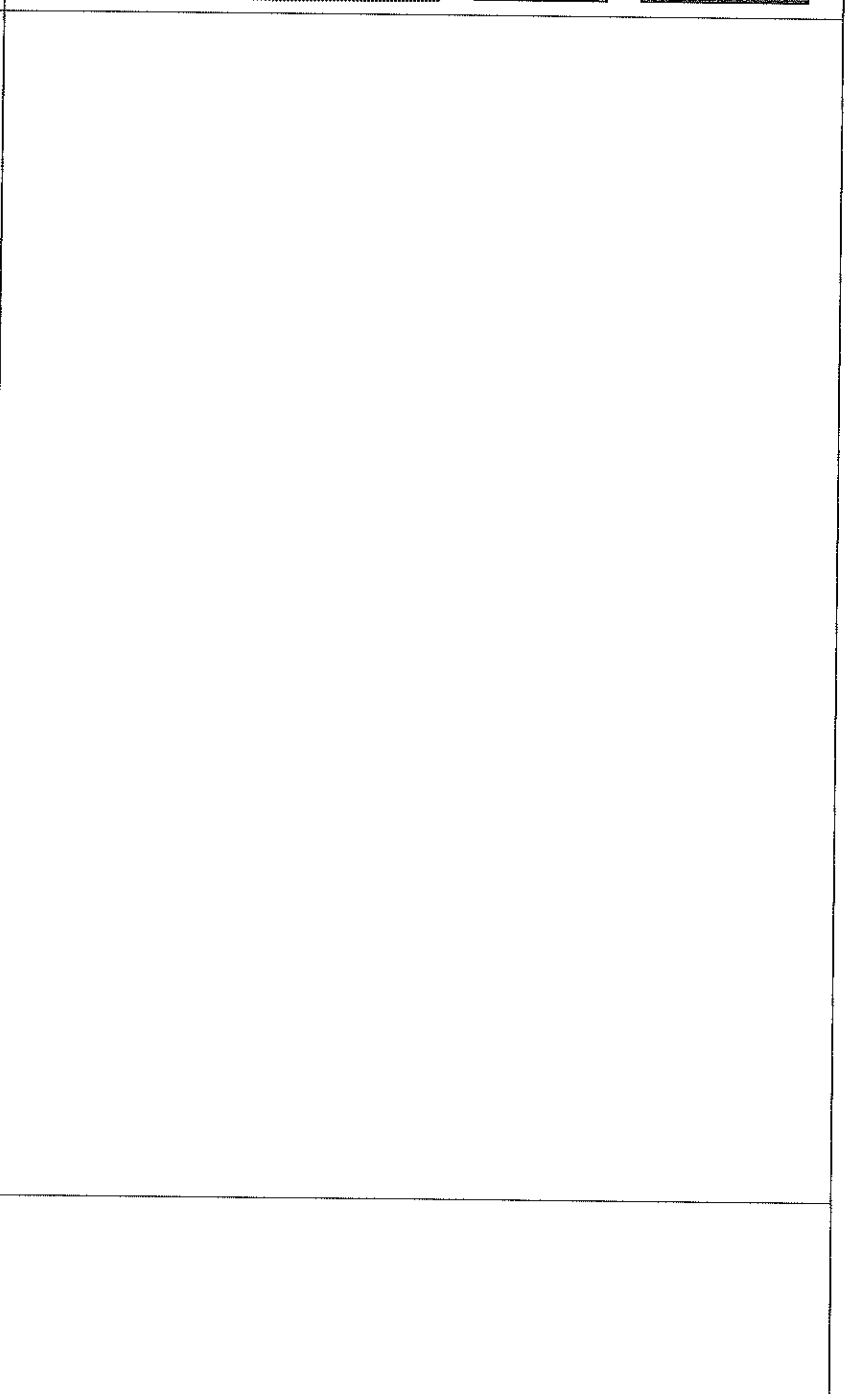
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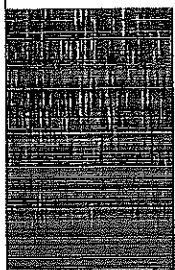
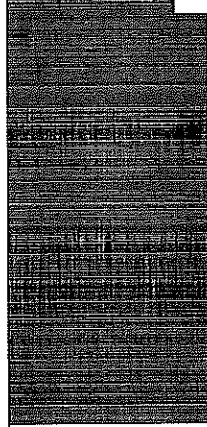
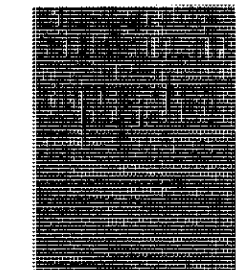
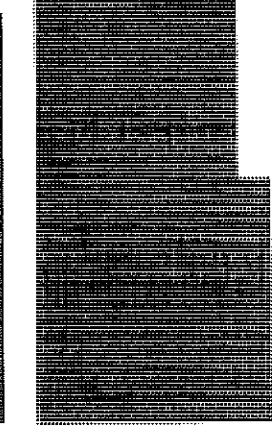
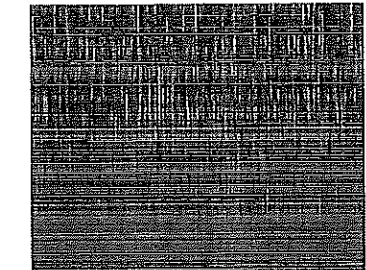
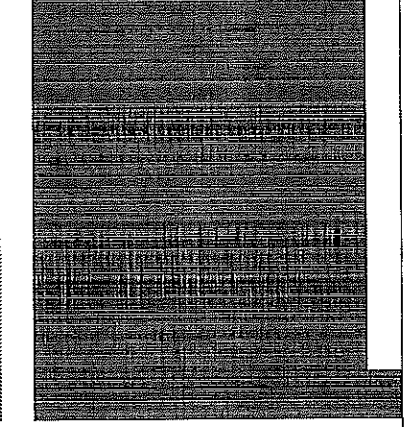



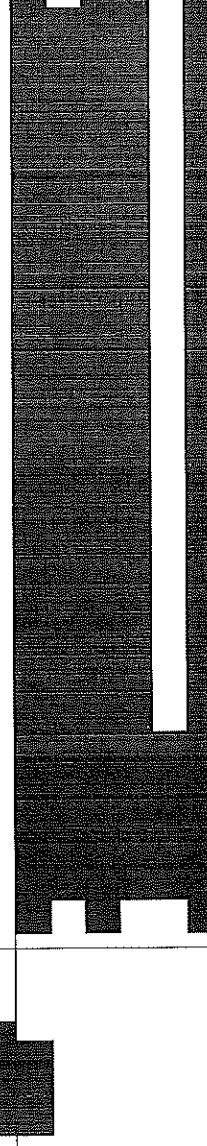

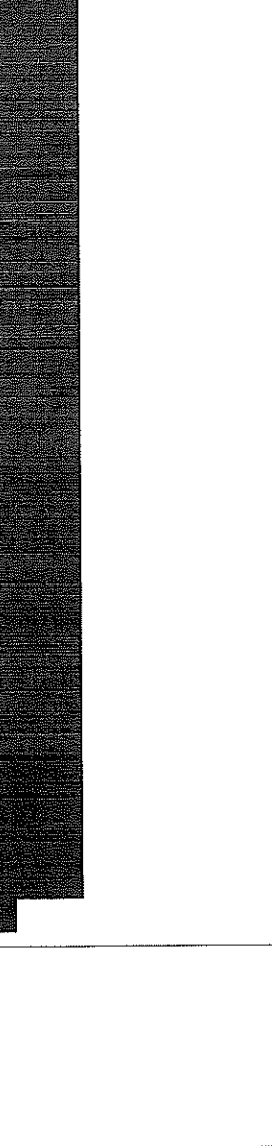
5. Annex E

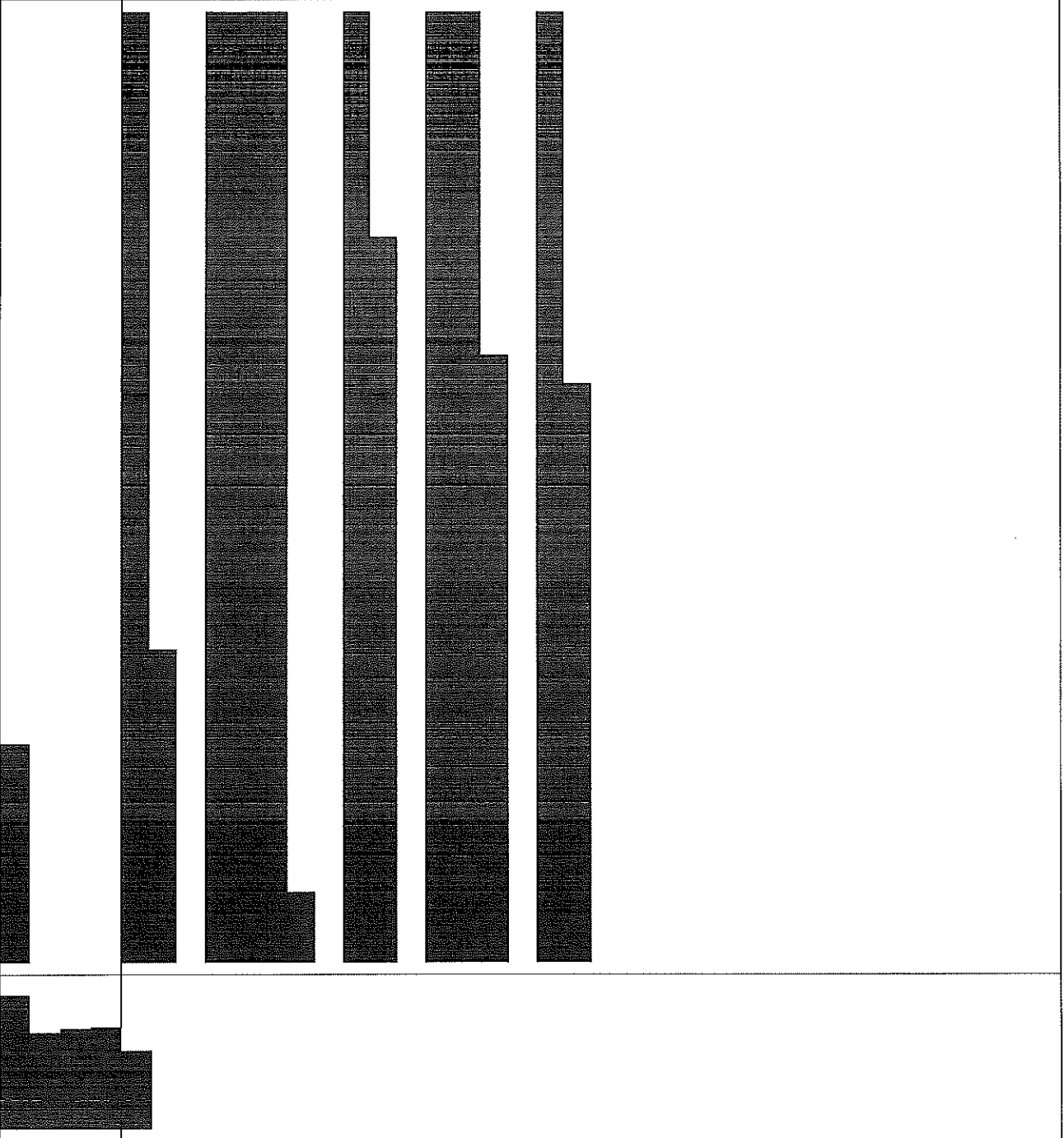
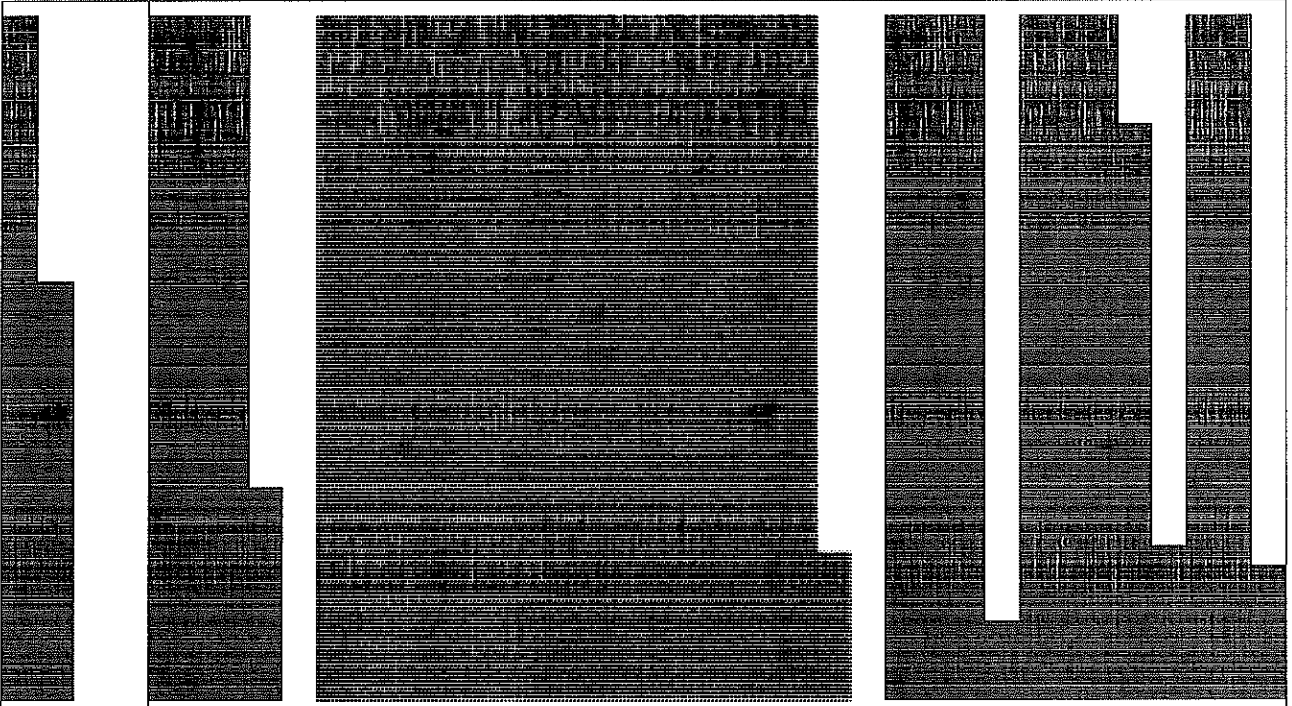
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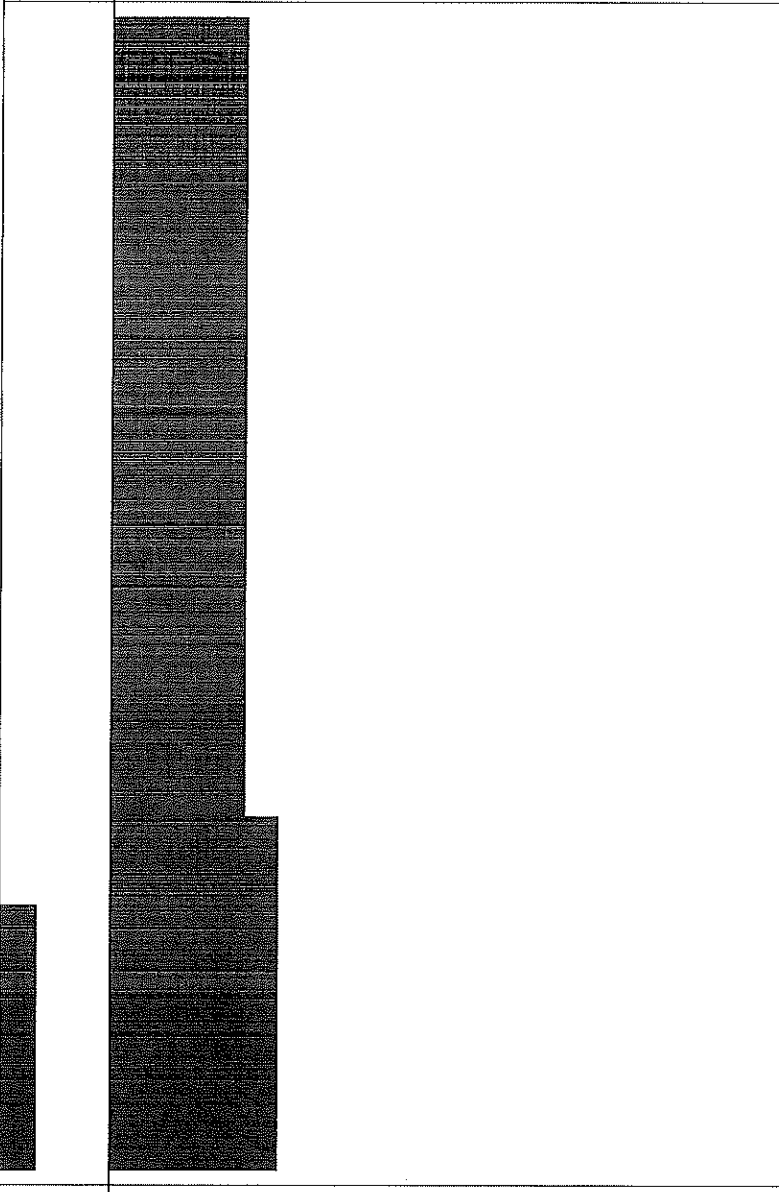
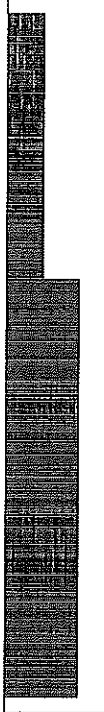


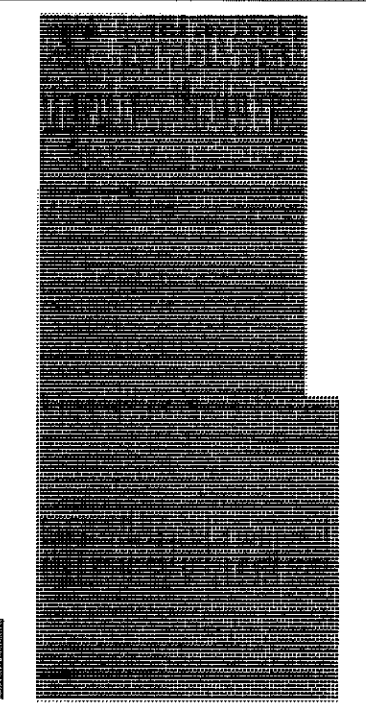
5. Annex E

5. Annex E



6. Annex F

7. Annex G

32. Annex G – Summary of NHS Scotland board concerns

Information has been abstracted from documents available from the various boards websites and/or submissions from the boards themselves

NHS Ayrshire and Arran		Specially submitted evidence available in Annex D Internet link: http://www.nhsaaa.net/media/221507/wfplan1314v4.pdf (page 23 - Workforce supply)			
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant	Length of vacancy
Sonographers	2217	Medical radiographers	<10 WTE established posts locally	Data not provided	Data not provided
Orthoptists	2229	Therapists not elsewhere classified	<10 WTE established posts locally	Data not provided	Data not provided
Medical physicists	2113	Physical Scientist	Staff group, age profile and known supply issues.	Data not provided	Data not provided

NHS Borders		Internet link: http://www.nhsborders.scot.nhs.uk/media/153786/2020_local_delivery_plan_2014-15.pdf			
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant	Length of vacancy
No specific information on specialities listed in the above document nor in the board submission					

NHS Dumfries & Galloway		Internet link: http://www.nhsdgd.scot.nhs.uk/About_Us/Publications/Files/Workforce_Plan_2013-17_2014_Update_Final.pdf			
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant	Length of vacancy
No specific information on specialities listed in the above document nor in the board submission					

7. Annex G

NHS Fife		Internet link: http://publications.1fife.org.uk/weborgs/nhs/uploads/files/publications/c64_NHSFIFE2014-15LDPCOMPOSITE.pdf (section 3.4.8.3)			
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant	Length of vacancy
Sonographers	2217	Medical radiographers		Data not provided	Data not provided
Consultant and Associate Specialist	2211	Cardiology	Listed by the HB as "areas of concern...in terms of capacity and sustainability or are linked to smaller specialities where there is potential for Consultant or Associate Specialist retrials and where Job Plans may be unattractive to newly qualified Consultants."	Data not provided	Data not provided
Consultant and Associate Specialist	2211	GI		Data not provided	Data not provided
Consultant and Associate Specialist	2211	Orthopaedics		Data not provided	Data not provided
Consultant and Associate Specialist	2211	ENT		Data not provided	Data not provided
Consultant and Associate Specialist	2211	Anaesthetics		Data not provided	Data not provided
Consultant and Associate Specialist	2211	Urology		Data not provided	Data not provided

NHS Forth Valley		Internet link: http://nhsforthvalley.com/wp-content/uploads/2014/01/NHS-Forth-Valley-Annual-Plan-2014-15.pdf			
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant	Length of vacancy
No specific information on specialities listed in the above document nor in the board submission (although the above document makes reference to a Workforce Plan 14-15 to be published in August 2014, this does not appear on their website).					

7. Annex G

NHS Grampian			
Specially submitted evidence available in Annex D Internet link: http://www.nhsgrampian.org/grampianfoi/files/NHS_Grampian_Workforce_Plan_2014.pdf			
CATEGORY	SOC CODE	SPECIALITY	COMMENTS
Occupational Therapist	2222	Occupational Therapy	Note: NHS Highland have noted oversupply issues. (Pg 19)
Physiotherapist	2221		14.1
Radiographer – diagnostic (inc. sonography)	2217	Medical radiographers	15.3
Physiotherapist	2221		8.2
			Note: NHS Highland have noted oversupply issues. (Pg 19)
			15.3
			“Long-term”
			“Long-term”
			“Long-term”

NHS Greater Glasgow and Clyde			
Internet link: http://library.nhs.gov.uk/mediaAssets/Action%20Plans/local_delivery_plan_2014-2015_workforce_planning.pdf			
CATEGORY	SOC CODE	SPECIALITY	COMMENTS
			No of posts vacant (all at Sep 2014)
			Length of vacancy
No specific information on specialities listed in the above document nor in the board submission			

NHS Highland			
Specially submitted evidence available in Annex D Internet link: http://www.nhshighland.scot.nhs.uk/Meetings/BoardsMeetings/Documents/Board%20Meeting%2012%20August%202014/4.3%20Workforce%20Plan%202014-15.pdf (Workforce Supply and Key Challenges)			
CATEGORY	SOC CODE	SPECIALITY	COMMENTS
Sonographers	2217	Medical radiographers	No of posts vacant
Orthoptists	2229		Length of vacancy
Medical physicists	2113		Data not provided
			Data not provided
			Data not provided
			Data not provided

7. Annex G

NHS Lanarkshire				Internet link: http://www.nhs.uk/boards/2014-board-papers/Documents/August/Draft-NHS-Lanarkshire-Workforce%20Plan-2014-15--August-2014-Board.pdf	
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant (all at Sep 2014)	Length of vacancy

NHS Lothian						Board paper presented in Annex E	
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant (all at Sep 2014)	Length of vacancy		

NHS Orkney				Internet link: http://www.ohb.scot.nhs.uk/images/pdf/6.2%20-%20LDP.pdf – Appendix 5			
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant (all at Sep 2014)	Length of vacancy		
Radiographers	2217	Medical radiographers		Data not provided	Data not provided		
Consultant Physicians							

NHShetland				Internet link: http://www.shb.scot.nhs.uk/board/planning/wfp-20142017.pdf - Section 4.1.7			
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant (all at Sep 2014)	Length of vacancy		
Biomedical Scientist Band 5/6	Unknown	Unknown	Noted as “3-6 mths o/s”	Data not provided	Data not provided		
Senior Sonographer	2217	Medical radiographers	“6 mths – re-advertised as a trainee post and appointed”	Data not provided	Data not provided		

7. Annex G

Band 7					
General Practitioner	2211	Unknown	"Locum cover /1 appointment/ 2 vacancies outstanding"	Data not provided	Data not provided
Consultant	2211	Medicine	"Locum cover"	Data not provided	Data not provided
Consultant	2211	Obstetrics & Gynae	"Locum cover / awaiting start"	Data not provided	Data not provided

Internet link: http://www.nhstaysidecdn.scot.nhs.uk/NHSTaysideWeb/idcplg?IdcService=GET_SECURE_FILE&dDocName=PR OD_212019&Rendition=web&RevisionSelectionMethod=LatestReleased&noSaveAs=1					
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant (all at Sep 2014)	Length of vacancy
Board papers reference a report (Workforce Information Report: Quarter 1 – 2014/15 (SGC/2014/32) but this does not appear on their website.					

Internet link: http://www.wihb.scot.nhs.uk/index.php?option=com_edocman&view=document&id=964&Itemid=0					
CATEGORY	SOC CODE	SPECIALITY	COMMENTS	No of posts vacant (all at Sep 2014)	Length of vacancy
No specific information on specialities listed in the above document nor in the board submission					

8. Annex H

33. Annex H – Further information

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1 Possible suggestions to fill Psychiatry vacancies (commercial in confidence).

Short - medium term

- Some Boards are addressing difficulties in filling Consultant Psychiatrist posts through placing larger adverts in the BMJ, using the Doctors.net e-bulletin and are exploring whether any other psychiatry specific websites or journals could be used to target candidates.
- Some Boards plan to recruit again in February when some Doctors in Training will have completed their programme and attain their CCT.
- Some Boards are using international medical recruitment, with some success. The **UK shortage occupation list** includes non-consultant, non-training medical staff posts in Psychiatry. NHS Boards can advertise internationally without having to go through the Resident Labour Market test.
- Boards' medical recruitment team have good engagement with EURES – it is possible to ask EURES to take a job specification covering the Psychiatry speciality to the next European careers event. Below is a list of events before Christmas. This is free.
- The **Migration Advice Committee** currently has a restricted call for evidence; it only covers 3 occupations including medicine. We will be submitting a response to the MAC on evidence of shortages, including on the perceived shortage of Consultants in Psychiatry, in time for the deadline of 5th December. This should ensure the Psychiatry specialism remains on either the UK or Scotland only list.
- Finally, Boards are developing generic job specifications with a view to working with the Scottish Government on an international recruitment campaign. The intention is this will be run early January which is, apparently, the busiest time for people to move jobs.


Medium to long term

- In the medium to longer term, we are working in partnership with NES and the Royal College of Psychiatrists to realign training numbers so that there are enough people coming through to fill vacancies, in response to recent high profile concerns around future supply of trained psychiatrists.
- A group specifically for this purpose has been set up to do this and is currently active.
- This work involves profiling specialty based supply and demand for a range of medical specialties, including Psychiatry - and agreeing data, identifying problems and implementing solutions.

Evidence submitted by Health Workforce Planning and Development Team, Scottish Government, November 2014.

8. Annex H

[Redacted]

[Redacted]	
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[Redacted]

8. Annex H

3 Being here – remote & rural healthcare initiative

Current health and social care models for remote and rural areas are under extreme pressure and many are unsustainable even in the short term. There is a recognised need to build on the wealth of information and experience going back over 100 years to build safe and sustainable solutions for the future. The Scottish Government is providing funding of £1.5m in total over four financial years 2013/14 – 2016/17 for testing new ways of working in four areas across NHS Highland (Campbeltown, West Lochaber, Isle of Islay and Mid Argyll).

Difficulties with recruitment and retention of GPs to the area has been identified as a key barrier in the area. The programme is therefore supporting an ambitious creative recruitment exercise to attract health professionals to live and work in remote and rural areas of NHS Highland. A campaign micro web site has been launched to act as an information hub for recruitment in NHS Highland - <http://nhshighland-rural.scot.nhs.uk/> . It also provides direct links to all GP vacancies in NHS Highland. Currently there are four GP vacancies advertised on the site, with advertising through the BMJ being suspended.

In early October, NHS Highland attended the Royal College of GPs Conference in Liverpool, where the stand in conference hall attracted some interest from potential GPs who are interested in a career in remote and rural highlands of Scotland. A highly visible “Ad Van” was positioned outside the exhibition centre. During November and December, a media campaign was launched in Leeds using highly visible billboards and bus rears to attract people to view the micro site for more information. Given that this is a new approach it will be important to learn from what works and in December the success of the campaign will be assessed against key indicators. The lessons from the effectiveness of the campaign will clearly have wider applicability for those leading on recruitment of healthcare professionals for remote and rural areas across Scotland and we will ensure that these are appropriately disseminated.

Submission by; Strategic Planning and Clinical Priorities Team, Scottish Government Health and Social Care Directorate, 3 December 2014

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

[REDACTED]

Annex I – Recruitment and international recruitment in NHS Scotland

Introduction

NHS Scotland Boards are required to have the correct staff in place to meet the needs of the service and ensure high quality patient care. The Scottish Government works closely with Boards to support their efforts in staff recruitment.

Background

In common with all health care systems in the developed World, NHS Scotland faces a challenge with regard to sustaining a suitably trained workforce over the next 5-10 years. Boards also face immediate service pressures in relation to their medical workforce, which may be exacerbated by difficulties in recruiting some specialties.

Options

Recruiting from Scotland and elsewhere in the UK, and also European Economic Area, is the most common route for taking on new staff. Generally via advertisement either online or through specialist medical journals.

Where no suitably qualified staff from the UK or EEA apply, Boards may seek to fill vacancies from out-with these areas.

Recruitment of medical trainees is predominantly organised as part of UK-wide selection and recruitment arrangements, which allows posts in Scotland to be advertised to a wide audience. In 2014, Scotland filled 90% of its advertised training posts. Any unfilled trainee posts are passed back to Boards to fill through local recruitment, usually through Locums Appointed to Training (LATs).

Actions

The Scottish Government has recently worked with NHS Education for Scotland to deliver an international recruitment exercise for trainee doctors in acute and emergency medicine. Three trainee doctors were recruited as a result². This

² One Emergency Medicine ST4 from Egypt who has never before worked in UK and has previous service posts in Egypt and Qatar. Will be placed in NHS Lanarkshire. Two Acute Medicine ST3. One is UK citizen on Core Medicine programme and will

exercise was conducted in accordance with the 2010 WHO Global Code of Practice on the International Recruitment of Health Personnel.

The Scottish Government is also working with NHS Scotland Boards to develop a generic advertising campaign in order to recruit additional doctors. This is at an early stage but the intention is that this will be launched around the first week in January.

The Scottish Government is also working with Boards and EURES³ to improve interoperability of IT platforms, SHOW⁴ and JCP) and market NHS Scotland Board employment opportunities at European jobs fairs.

Scottish Overseas Training Fellowship

In addition to the above, a medium term recruitment option, a Scottish Overseas Training Fellowship, is being mooted.

The aim of these 2 Year Fellowships is to boost the sustainability of the Scottish workforce.

Expressions of interest were invited from Boards by 28th November, and some 31 potential posts have been identified – these will now need to be assessed under the terms of the scheme.

Conclusion

The Scottish Government is committed to working with Boards to address shortages in medical occupations.

From: MacKenzie F (Fiona)(Health-Employee Experience)
Sent: 11 December 2014 11:01
To: [REDACTED]
Subject: Final Scottish Government MAC submission - SOL 2014

be placed in NHS Ayrshire & Arran. The other is from Malaysia and is a tier 2 trainee on a Scotland Core Medicine Programme and will be placed in NHS Greater Glasgow & Clyde.

³ European Recruitment Services – part of Job Centre Plus.

⁴ Scotlands Health on the Web is NHSScotlands official website and also includes recruitment. www.show.scot.nhs.uk/

Dear MAC,

I have just messaged Steve to let him know our Cab Sec has just cleared the



MAC submission
on SOL (final) ...

submission so here is the final version. Minor tidying up, some minor spelling errors but essentially it's the same as the one sent on Friday and this is just for your records.

Regards,
Fiona

Fiona Mackenzie

Health Workforce and Performance Directorate

St Andrew's House

EH1 1DG

Tel. [REDACTED]

Blackberry [REDACTED]