

NHS LANARKSHIRE BOARD

25 APRIL 2007

MODERNISING MEDICAL CAREERS UPDATE

Modernising Medical Careers (MMC) is a UK-wide reform of post-graduate medical training. It will improve medical training by offering more focused, competency-based training.

MMC will comprise of a 2-year foundation programme (FY1 and FY2) of holistic training and education. Foundation programmes are followed by Specialty and General practice training programmes leading to a Certificate of Completion of Training (CCT) and entry to the Specialist or General Practice Register of the General medical Council.

Position to Date

In August of 2005, MMC was introduced and doctors were appointed to FY1 and FY2 in 2006. In August of this year, the first competency-based specialty training programmes will begin.

We are currently in the middle of a selection and recruitment programme for these specialty training (ST) posts.

Appointment to an ST post is by competitive entry. All applicants have submitted applications via a national system (MTAS). In light of the recent UK-review of the MTAS system, MMC Scotland is offering interviews to all eligible applicants who have applied for posts in Scotland, not just those who stated Scotland as their first preference.

For NHS Lanarkshire this has meant that we have had to commit medical and HR staff to the recruitment process in a much tighter timeframe than originally envisaged.

We will have completed the interviews by the middle of May. The effect of offering a more comprehensive interview programme in this way is that the previously envisaged large second round of interviews is unlikely to be required.

Current Issues and Action

- Through the NHS Lanarkshire project board, we are developing an action plan to allow consultant staff to attend further interviews while minimising the impact on clinical services.
- Through a West of Scotland group we are examining the numbers of specialty training posts for August 2007, as well as the levels of competence of these posts. This group will look at the range of training opportunities across the West of Scotland in both specialty and general practice training.

- We are developing a detailed action plan to address the needs of this group of doctors in training with regard to their induction into our hospitals. We are currently considering how to sustain clinical activity, with minimal disruption, with the new cohort of doctors starting in August 2007.
- The project board will continue, and will be actively involved in, developing our medical workforce in line with A Picture of health, taking cognisance of the European Working Time Directive (EWTD), New Deal and contractual issues. This redesign is fundamental if we are to meet the requirements for the FTSTAs.
- We are committed to the full implementation of MMC in NHS Lanarkshire. We wish to continue to offer high quality teaching and support to doctors in training, as we believe it will aid with recruitment and the future sustainability of clinical services.

**DR ALISON GRAHAM
MEDICAL DIRECTOR
NHS LANARKSHIRE**