

Meeting of
Lanarkshire NHS Board
30 April 2008

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Update on Modernising Medical Careers (MMC) Implementation

1. Professor Sir John Tooke : Independent Inquiry into Modernising Medical Careers

The Scottish Government has issued a further consultation document on Professor Tooke's recommendations that are to be taken forward in Scotland. The deadline for response to the consultation was 1 April 2008 and the Scottish Government now aim to issue a report on the process by May 2008.

2. West of Scotland Regional Medical Training Distribution Sub-Group

This Sub-Group continues to meet regularly to ensure that the Service is integrated into the long and short-term planning and the decision making process relating to Medical Training Workforce establishments. They continue to agree the distribution of juniors for the five Health Boards within the West of Scotland and training numbers for August 2008 have started to filter through for specialties such as General Surgery, Ophthalmology, Psychiatry, Urology, Medicine, ENT, Obstetrics & Gynaecology, Trauma and Orthopaedics.

This group continues to address the inequities in distribution of training opportunities across the West of Scotland. On the whole the principles have been applied and we are now starting to see improvement in training opportunities within the surgical specialties, particularly General Surgery and Orthopaedics and Trauma for August 2008.

3. Issues arising from MMC Implementation

At present it is difficult to quantify the exact service impact from the implementation of MMC. The surgical specialties are better placed to assess the impact. Other specialties, particularly the medical specialties where there is considerable difficulty, are working on a common template that will help quantify the impact. All specialties are beginning to consider the impact of FTSTA reductions, the changes to the GPVT posts and possible solutions. When all specialties have been reviewed the Risk Register will include an overall service impact assessment.

Common themes of concern arising from MMC implementation include training issues, skill mix and recruitment. These will be detailed and quantified when NHS Lanarkshire's Risk Register has been reviewed.

4. Recruitment for August 2008

Interviews for the recruitment of Run-Through Grades for 2008 were completed by 17 March 2008. All candidates have been asked by NES to rank their preferences for the interviews they have attended and NES thereafter offered posts accordingly. Final scores and rankings were returned to NES by 20 March 2008 to allow the 3 waves of offers to commence.

Wave 1: Allocations e-mailed on 26 March 2008 with acceptances and rejections returned by 31 March 2008.

Wave 2: Allocations began on 3 April 2008 with acceptances and rejections returned by 8 April 2008.

Wave 3: Allocations distributed on 11 April 2008 with acceptances and rejections returned by 16 April 2008.

Wave 2 offers were extended to include Locum Appointments for Training (LAT). This allowed for known gaps to be filled, e.g. maternity leave, etc.

Dependant on the number of posts left unfilled at the end of Wave 3 there will either be:-

- a further wave of offers, if the majority of posts are filled then a process of matching remaining candidates to available posts will be undertaken by the 4 Scottish Deanery's individually or by relevant recruitment teams; or
- a second round of national recruitment.

A final decision will be announced through NES.

5. European Working Time Directive – Junior Doctors

The position regarding junior doctors and the EWTD legislation that is to be achieved by August 2009 is actively being assessed. Twenty-four of our rotas are presently working more than 48 hours per week. Directorates have been asked to identify the service implications for reducing the working week to 48 hours and their preferred means of replacing the service commitment currently being provided by these junior doctors. Although not directly part of MMC, the solutions to these workforce pressures all need to link. Responses from Directorates and solutions will be discussed at the next MMC Steering Group.

6. The Board is asked to note the updated position.

If Board members would wish any further information or clarification of any issues please contact Dr Alison Graham on 01698 206385 or Marlene Fraser on 01698 377752.

**Dr Alison Graham
Medical Director**

11 April 2008