

SUBJECT: Modernising Medical Careers (MMC)

1. PURPOSE

This paper is to update the Board on MMC recruitment for August 2008. It also identifies specialties where there are concerns about the remaining vacancies.

2. MMC RECRUITMENT AUGUST 2008

2.1 NHS Scotland Position

Following the closure of Round 1 Scottish Recruitment for MMC, 1128 junior medical posts were successfully recruited to within Scotland, but there remained a total of 196 vacancies.

This does not include the 246 General Practice programmes (posts) and those in higher speciality training. All these posts have been filled.

However, if NHS Lanarkshire fails to recruit to its potential share of the unfilled posts in NHS Scotland, this will give us a much higher level of vacancies than we have previously experienced.

In order to maintain our rotas and service continuity we are exploring a range of contingencies. These include recruiting to specialist grade posts to ensure service delivery.

2.2 West of Scotland Regional Position

For the West of Scotland Boards this equates to 630 posts filled leaving 138 vacancies. The West of Scotland, therefore, has the majority of unfilled posts (70%). This is due to the historical number of SHO3 in the west which were largely converted into FTSTA posts. The majority of these vacancies are within Core Medical Training, General Surgery and Trauma & Orthopaedics. The Programme Board announced that there would be no second national round of recruitment and that recruitment would be undertaken on a regional basis. The Medical Staffing leads from the 5 Boards and NES within the West of Scotland agreed to divide the recruitment between the Boards as follows:

Board	Specialty
Glasgow & Clyde	CMT, Acute Med, Trauma & Orthopaedics, Cardio Thoracic
Lanarkshire	O&G, Emergency Medicine, ACCS (EM), General Surgery, Palliative
Ayrshire & Arran	Paeds. Paeds Surgery, Anaesthetics, Dermatology
Forth Valley	Med Sub Spec – Respiratory, Diabetes, Cardiology Diagnostics, Urology
Dumfries & Galloway	Psychiatry, ENT, Ophthalmology, Haematology
NES	Closed Loop Medical Posts, Neurology, General Practice

A West of Scotland advert appeared in the BMJ on 17 May 2008 with a closing date of 30 May 2008; it will appear alongside adverts from the remaining 3 regions within Scotland. All posts except the closed loop medical posts will be advertised as FTSTAs/Locum Appointments for Training (LATs). It is anticipated that interviews will commence the second week in June 2008, to be completed by 27 June 2008.

2.3 NHS Lanarkshire Position

During 2007/08 we experienced an unprecedented level of sickness in our doctor in training grades. We currently have some vacancies which we have tried several times to fill with Locum Appointments for Service (LAS) doctors with varying degrees of success. Like other areas in Scotland we are finding it increasingly difficult to attract locum doctors.

The final vacancy numbers and specialties affected within NHS Lanarkshire are not yet known. We are aware, however, that there are local vacancies in A&E, General Medicine (including CMT), General Surgery, Urology, Ophthalmology and Orthopaedics. Once Medical Staffing is in receipt of the personal files from NES and has received details of programme rotations from NES, they should be in a position to assess at what level and where the vacancies are.

3. ACTIONS

There is a need to establish exactly where the vacancies exist within NHS Lanarkshire. This requires to be assessed in line with any skill mix issues highlighted by Specialty Clinical Directors. A steering group meeting was held on Thursday, 22 May 2008 at which all issues were discussed in detail and a contingency plan established for those specialties which are experiencing recruitment difficulties or which have skill mix issues. We will continue to work with the West of Scotland Regional Workforce Group to look for a consistent approach to recruitment and to develop sustainable solutions.

4. CONCLUSIONS

The Board is asked to note the position and to request an update report at the Board meeting in June 2008.

5. FURTHER INFORMATION

For further information or clarification of any issues in this paper please contact: Dr Alison Graham, Medical Director, 14 Beckford Street, Hamilton, 01698 206318.

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