

Meeting of  
Lanarkshire NHS Board  
26 November 2008

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**SUBJECT: Update on MMC**

**1. PURPOSE**

The purpose of this paper is to update the Board on NHS Lanarkshire's position with Modernising Medical Careers. The paper details the vacancies for Junior Medical Staffing and also includes Career Grade Staff where they have an impact on service or rota requirements.

**2. SUMMARY OF KEY ISSUES**

Following both the national and regional rounds of recruitment for the August 2008 intake of junior doctors there still remained junior doctor vacancies within NHS Lanarkshire. NHS Lanarkshire was successful in recruiting to some of the junior vacancies however, as at 1<sup>st</sup> November 2008 there remained a total of 20 junior medical vacancies that have no firm backfill arrangements in place. The vacancies spread over several specialties on all 3 hospital sites as outlined in the table below. The table also includes 9 staff grade vacancies whose absence have a direct impact on rota and service requirements.

<b>Specialty</b>	<b>Junior Vacancies</b>	<b>Career Grade Vacancies</b>
<b>Accident &amp; Emergency</b>	4	6
<b>General Medicine</b>	7	0
<b>Anaesthetics</b>	3	3
<b>Orthopaedics</b>	2	0
<b>Urology</b>	2	0
<b>General Surgery</b>	1	0
<b>Public Health</b>	1	0
<b>Total</b>	20	9

Where it has not been possible to backfill these vacancies by normal traditional recruitment methods including Locum Agencies, Directorates have had no option but to revise their rotas. In several instances this has led to an increase in banding payments and rotas where this has occurred are detailed below:

Anaesthetics, Wishaw from 1B to 1A – from August 2008  
A&E, Senior Rota, Hairmyres from 1A to 2A – from August 2008  
Trauma & Orthopaedics, Wishaw from 1A to 2A – from October 2008

The main General Medicine at Wishaw rota is currently being reviewed and this may result in a banding change from February 2009.

### 3. **ACTIONS**

The Services and rotas that are under most pressure are mainly within the Accident and Emergency and General Medicine Departments. Rotas are operating by using agency and internal Locums when available. Other options being pursued while Workforce Planning continues are:

- **Second National Round of Recruitment.** This is underway for a February 2009 start for Accident and Emergency and Anaesthetic vacancies.
- **International Recruitment.** An International Recruitment Hub is being established within NHS Lanarkshire to lead an international recruitment pilot for Scotland. Locally, A&E have recently been successful in obtaining 2 candidates from overseas one from Romania starting on 2<sup>nd</sup> week in December 2009 and one from Spain with a start date to be confirmed.
- **Physicians Assistants.** Two Physicians Assistants have been recruited to Orthopaedics and are due to commence late December 2008.
- **Traditional Advertising and Locum Agencies.** Traditional advertising is still being pursued. Adverts are placed for all levels of staff to help cover gaps in rotas. We have been successful in recruiting individuals using this method who do not have the skills or expertise to fulfil the full role but who can undertake some commitments within the specialty.

**4. CONCLUSIONS**

The Board is asked to note the position.

**5. FURTHER INFORMATION**

Further information can be obtained from Dr. Alison Graham, Medical Director on 01698 206318.

**Dr. Alison Graham  
Medical Director  
18<sup>th</sup> November 2008**

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