

Dear Colleague

**SUSTAINING MEDICAL WORKFORCE IN SCOTLAND - PROPOSAL
FOR INTERNATIONAL MEDICAL TRAINING FELLOWSHIPS**

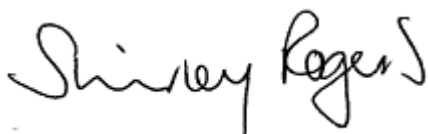
You will be aware that the Shape of Training Report (Greenaway) is currently being considered on a four nation basis. The report has made recommendations with regard to the training pathways for doctors that will take a number of years to implement. In the interval there is a requirement to sustain the medical workforce.

Boards have indicated that as a consequence of the re-shaping of the medical workforce over the past few years they have the capacity to provide training opportunities for "middle grade" staff in areas previously occupied by trainees. This gives NHSScotland the opportunity to offer Fellowships that provide high quality training and clinical service experience. The proposal for the development of International Medical Training Fellowships is described in the Annex attached. Please note that NHS Boards require to commit to meeting the salary component as part of the post approval process.

At this stage, you are being asked to consider whether your Board would wish to offer such Fellowship(s). They can be in any clinical area but must comprise a strong educational component. Since these fellowships are primarily aimed at trainees who have completed the training programme abroad, their expected clinical contribution will be up to senior trainee/ new consultant level. Fellowships providing experience in more than one hospital would be welcomed. You should be aware that the educational content and service/training balance of the posts require to be approved by NES Specialty Training Boards prior to going forward to advert.

We would welcome expressions of interest with a brief outline description of your proposed Fellowship to John Colvin (Katy.Lister@gov.scot) by 16 December 2015. Should you wish to discuss your proposal informally please do so by contacting Professor Rowan Parks (rowan.parks@nes.scot.nhs.uk).

Yours sincerely



SHIRLEY ROGERS
Director of Health Workforce

DL (2015) 24

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Addresses

For action
Chief Executives

For information
Scottish Medical Directors;
Human Resource Directors

Enquiries to:

John Colvin
Scottish Government
Health Workforce
Directorate
St Andrews House
Regent Road
Edinburgh EH1 3DG

Tel: 0131-244-5069
John.Colvin@gov.scot

www.gov.scot

SUSTAINING MEDICAL WORKFORCE IN SCOTLAND - PROPOSAL FOR INTERNATIONAL MEDICAL TRAINING FELLOWSHIPS (IMTF'S)

Context

1. We are developing approaches aimed at boosting the sustainability of the Scottish workforce, both medical and non-medical, which align to services being delivered by the acute and primary care sectors in new ways. Initiatives such as Sustainability & 7 Day Services and proposals within the Greenaway Report on the Shape of Training are forming the basis of our approach to future workforce planning.

The Shape of Training Review (Greenaway)

2. A comprehensive review of UK medical training has been undertaken. This was published in October 2013. In brief, the review suggests that due to a changing demographic towards an elderly population with multiple-comorbidities the Service requires doctors who are more broadly trained and in a shorter time period. The underlying premise is that healthcare delivery has become too specialised and there is now a requirement to rebalance this towards a more Generalist doctor. Similarly, healthcare delivery has become hospital-focused at the expense of care in the community, which is neither sustainable nor consistent with integrated service delivery. Subject to Ministerial approval, the Shape of Training review will be implemented on a UK basis over the next 6-8 years.

3. In the interval, NHS Scotland will continue to face the challenge of providing medical care at the “middle grade level” with few options other than appointing more consultants. This paper offers Boards the option of developing International Medical Training Fellowships to assist Boards during this interim period. The proposal recognises the need for high quality educational governance and also the strategic direction outlined within the ‘Shape of Training’ towards increasing recognition of formal post Certificate of Completion of Training CCT/CST credentialed training opportunities.

Background

4. There is a recognised need from both service delivery and educational development perspectives for flexible advanced training opportunities beyond delivery of standard CCT curricula. This need is described in the NHS Education Scotland paper ‘*Fellowship Training Posts in Scotland*’. This paper which sets out standards of quality control and educational governance for Fellowship posts in NHS Scotland also describes the range of Fellowships currently available.

5. This proposal to develop and support International Medical Training Fellowships would be seen as complementary to the suite of current Fellowship schemes by enhancing and promoting an international recruitment dimension. These posts would be subject to the NES governance framework relating to the Advanced Medical Training Fellowship (AMTF) Scheme.

6. Scotland has a reputation for high quality clinical training based upon our Universities and Medical Royal Colleges. Many clinicians now working overseas (particularly from Commonwealth Countries) trained in Scotland, and are Fellows/Members of our Medical Royal Colleges. This has resulted in a network of personal contacts that can now be used for

the mutual benefit of NHS Scotland and the overseas doctors and their health services. In most Countries, secondary care doctors are specialty trained in 4 years; in contrast specialty training in the UK can take between 6-8 years. Overseas doctors would therefore value a further period of training if it was recognised to have strong educational content. A high quality post training Fellowship would enhance these doctors' career prospects and contribution when they return home and such individuals would likely return to their own countries enriched by the experience. Opportunity to attract such graduates to Scotland has been less over recent years.

7. Although termed International Medical Training Fellowships, it would also be appropriate for post-CCT UK trained doctors to apply and be appointed to such posts if they meet the person specifications, are deemed appointable and would benefit from advanced training in a particular area of practice.

The Proposal

Objective:

The posts will be established as one or two year Training Fellowships aimed primarily at overseas doctors who have completed specialty training in their 'home' Country, but could also be available for post-CCT UK trained doctors. These posts will provide service delivery for NHSScotland, and educational outcomes and experience for the postholders.

Identification of posts

- Boards are invited to submit proposals for International Medical Training Fellowships in any specialty. The positions must have a number of components including :
 - A well-defined clinical training and / or Academic development opportunity with clear educational objectives
 - An agreed source of funding
 - A defined service component that is compatible with or ideally complementary to the clinical / Academic objectives
 - Training Programme Director agreement that appropriate educational opportunities are identified that do not compromise current trainees in Scottish training programmes
 - A tailored induction programme
- NES Specialty Training Boards (STBs), including representatives from Royal Colleges and Faculties, will assess the academic / training content in the context of the service delivery and the needs of the training programmes across Scotland. The STBs will advise if the posts are supported from an educational perspective. Proposed posts will therefore require a clear description of the expected educational outcomes or academic development, and agreement of the Training Programme Director (TPD) or Directors of the relevant programme(s) before submission.
- Boards will fund the salary for the posts and any discretionary Bursary, and support the doctors through their existing HR and Medical Education mechanisms. Individual Boards will be responsible for employing the successful Fellow. Funding for the posts must be identified by the employing Health Board, and confirmed as part of the application for post approval in December 2015.

- NES will support the Board's delivery and supervision / assessment of the training and academic development aspects of the posts through their TPD network. TPD's will be asked to confirm that the posts have no negative impact on existing training posts. The appropriate Director of Medical Education may seek to discuss with the relevant Royal College and / or Specialty Associations to determine if recognition (certification) of completion of such a fellowship can be provided under appropriate circumstances.
- The SMT HR Subgroup will be expected to agree a common job description and person specification for IMTFs to ensure consistency of required qualifications, information and terms & conditions. This will allow for an online recruitment process to be used for application.

Recruitment and selection

- The posts will be advertised internationally as "International Medical Training Fellowships in Scotland". NES will fund an online and print campaign, similar in scope to last year using an agreed advert and Board information. Boards are expected to ensure the addition of posts to the agreed advert and to place details on SHOW/ medical microsite.
- In addition to the standard NHS salary a Board funded Bursary may be offered to each successful candidate to support relocation and other expenses.
- Recruitment will be conducted in accordance with the Code of Practice for the International Recruitment of Healthcare Professionals in Scotland and embrace best practice. There are already existing mechanisms to employ EU nationals including indigenous UK doctors.
- NES will provide Tier 2 sponsorship for successful candidates. In some situations the use of the Medical Training Initiative scheme based on Tier 5 visa sponsorship may be more appropriate.
- Initial selection will be managed by NES utilizing national online recruitment capacity in partnership with Health Board medical staffing to agree an application form and long listing criteria. Final selection will be managed by NHS Board Medical Staffing Departments supported by specialty expertise from STB's using collaborative mechanisms, now well tested under the Scottish Medical Training process.

Timelines and Costs

- Boards will be invited to submit proposals for the Fellowships by 16 December 2015. STBs will consider applications and issue approval by end January 2016.
- The SMT HR Subgroup will be asked to agree a HB lead team to work with NES and to have an agreed person specification and job description in place by January 2016. This lead team will also agree the text of the advertisement and core job pack information, and agree interview arrangements.
- Advertisement and international online advertising will take place in February 2016.
- Interviews will be undertaken in February / March 2016 with identification of suitable candidates by end of March 2016 either utilizing existing round 2 assessment centre arrangements or at single centre interviews.

- The posts will commence in August 2016 or at a mutually agreed date thereafter dependent upon visa requirements.
- Funding for the posts is to be identified by the employing Health Board, and agreement must be in writing accompanying the application for approval in December 2015.

APPLICATION FOR THE ESTABLISHMENT OF INTERNATIONAL MEDICAL TRAINING FELLOWSHIP

<p>Background and Aim</p>	
<p>Brief outline of proposed post including description of placements, locations, service contribution and clinical supervision arrangements</p>	
<p>Educational/ training content and Educational Outcome Academic Development opportunity if applicable</p>	
<p>Educational Governance Arrangements to include confirmation of support from Training Programme Director and local Postgraduate Dean</p>	
<p>Confirmation of source of funding and agreement by appropriate budget holder</p>	