



Dear Colleague

SUSTAINING THE MEDICAL WORKFORCE IN SCOTLAND – CALL FOR PROPOSALS FOR INTERNATIONAL MEDICAL TRAINING FELLOWSHIP POSTS

The Scottish International Medical Training Fellowship (IMTF) program has successfully recruited doctors from abroad to work in NHS Scotland for several years. This program offers a valuable opportunity for Health Boards to provide high quality education and training opportunities for International doctors in keeping with Scottish Government's commitment to Global Citizenship, whilst positively supporting service sustainability. The IMTF program is supported by the Cabinet Secretary for Health and Sport; all Boards have now identified Clinical and HR leads to support recruitment and employment of international doctors. Submissions from Boards detailing strategies used to mitigate cost and service challenges from junior doctor vacancies, indicate that the majority of Boards would value this opportunity and have capacity to commit to an annual intake of international medical fellows.

Chief Executives, Medical Directors and HRD's are asked to ensure that this opportunity is made visible and available to the full range of clinical services, and particularly brought to the attention of specialties known to be under pressure from vacancy and service gaps.

You may also be aware that the Cabinet Secretary for Health & Sport announced an expansion of our international recruitment activity last month. This will be particularly focussed on medical specialities and professional groups which have recruitment challenges and those which are particularly vulnerable to the impacts of Brexit. We will look to work with you in developing that campaign over the coming months.

Difficulties due to capping of Tier 2 Visa capacity during 2017-18 recruitment will not affect this recruitment round in light of the recent UK Home Office relaxation of the visa criteria applied to international doctors. Doctors from EU countries and those requiring Tier 5 visas under the MTI scheme continue to be able to enter Scotland as before.

You are being asked to consider where your Board could offer such Fellowship(s). These can be in any clinical area but must comprise a strong educational component. These fellowships are primarily aimed at trainees who have completed the training programme abroad, and their expected clinical contribution will be up to senior trainee level. Fellowships providing experience in more than one hospital would be welcomed. The educational content and service/training balance of the posts require approval by NES Specialty Training Boards prior to going forward to recruitment. The IMTF program is described in the Annex attached. Please note that NHS Boards must commit to meeting the salary component as part of the post approval process.

DL (2018) 13

Addresses

For action

Chief Executives
Medical Directors
International Recruitment
Leads
Human Resource
Directors

For information/action

Scottish Shape of
Training Transition
Group

Enquiries to:

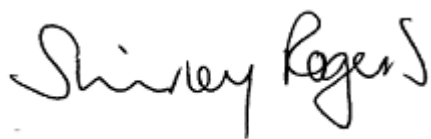
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Please submit expressions of interest and outline of proposed Fellowships on the attached proforma to Dr John Colvin (Rachael.Fairbairn@gov.scot) by 14th September 2018.

Yours sincerely



SHIRLEY ROGERS

Director of Health Workforce, Leadership and Service Transformation Directorate

SUSTAINING MEDICAL WORKFORCE IN SCOTLAND - SCOTTISH INTERNATIONAL MEDICAL TRAINING FELLOWSHIP PROGRAMME

Context

1. We have developed a number of approaches aimed at supporting 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. The National Health and Social Care Delivery Plan, National Workforce Plan and proposals within the Shape of Training, are forming the basis of our approach to future workforce planning.

A Structured Approach to the Management of Long Term Rota Gaps

2. We recognise the challenge of providing medical care at the 'middle grade level' in a high quality and sustainable way whilst managing rotas with long term vacancies. The Scottish International Medical Training Fellowship programme offers Boards the option of recruiting to high quality International Medical Training Fellowship posts. This programme recognises the need for high quality educational governance by offering a framework which not only supports those doctors recruited into the scheme, but also aims to improve the training environment for those doctors working in rotas with gaps and long term vacancies. Alongside promoting Scotland's reputation as a world class location for high quality training and education, this fellowship provides a structured opportunity to support safe clinical service delivery and reduce locum spending.

Global Citizenship: Scotland's International Development Strategy

3. The Medical Training Initiative (MTI) scheme is a recognised and valuable route of entry into Scottish International Medical Training Fellowships for those doctors coming from Low Income and Low Middle Income Countries (by World Bank definition). MTI is supported by a number of Medical Royal Colleges. It has been agreed to further develop the Scottish Government partnership with the Medical Royal Colleges through the Scottish Academy. We very much value this collaborative partnership with the Colleges and with NES, particularly the significant support and international networks which the Colleges have in place for these doctors.

Background

4. The posts will be 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 where appropriate.

In most countries, secondary care doctors are specialty trained in 3-5 years; in contrast specialty training in the UK can take between 6-8 years and therefore overseas doctors often value a further period of training. High quality Fellowships with a strong educational component can enhance both each individual doctors' practice, while also contributing to capacity building in the home country.

5. NHS Scotland has a reputation for high quality clinical training based upon our partnerships with Universities and Medical Royal Colleges. Many clinicians now working overseas 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.

6. Hosting international fellows and the development of international health partnerships within NHS Scotland has been found to have a positive effect on departments beyond supporting workforce and care provision. Allowing reciprocal learning, development of enhanced communication, leadership and management skills and improving morale and recruitment/retention in departments where staff have the opportunity to contribute to improving global health.

Visa Requirements for Entry to the UK

7. A number of options are may be available depending on country of origin and individual doctors' requirements. Doctors coming from EEA countries and Switzerland do not require a visa to work in Scotland.

8. Doctors taking up posts as part of the MTI scheme (from Low income and Middle Income countries) require a Tier 5 certificate of sponsorship which is provided by the Medical Royal Colleges, alongside support and mentorship whilst in the Country.

9. For those doctors who require a Tier 2, the Lead Sponsor will be the employing Health Board. Work is currently underway to review the Shortage Occupation List and ensure that specialties with long term training gaps are included. These doctors will also require a range of support similar to Tier 5 doctors. We are currently developing this with Medical Royal Colleges through the Scottish Academy.

Identification of posts

- Boards are invited to submit proposals on the attached proforma 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 and ideally enhance the training environment for mainstream Scottish training programmes.
 - A tailored induction programme, with recognition of the extra support that doctors coming from abroad may require, and realistic departmental expectations of hosting an International Fellow.
- 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/expenses, 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 September 2018.
- NES and Directors of Medical Education will support the Board's delivery and supervision / assessment of the training and academic development aspects of the posts through their TPD networks. TPD's will be asked to confirm that the posts have no negative impact on mainstream training posts.
- The SMT HR Subgroup will be support preparation of 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 as one of the routes of 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.
- Applicants will also be sought through established International and Global Partnership networks of Medical Royal Colleges, Academic Institutions and Health Service networks.
- 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.
- If the successful candidate requires Tier 2 sponsorship this will be provided by the employing health board. For candidates coming from Low Income and Low Middle Income Countries (World Bank definition), 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 and local department input 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.

Support systems should be in place to facilitate application, recruitment and employment. We would advocate the use of telephone interviews, providing a named human resources contact person and supplying information packs on living and working in Scotland and your Health Board. We would encourage you to consider support in helping to find accommodation,

registering a bank account and adjusting to the UK climate. It is vital that the host department recognises that the trainee will have come from a different working environment, and has a realistic expectation to create the appropriate support for the trainee in order to maximise their benefit and also the department's experience of training them. The GMC runs a 'Welcome to the UK Practice' half day course, which we would recommend attendance to. Local Departmental support is supported and augmented by Medical Royal Colleges through the MTI program. We are currently scoping provision of similar national support for tier 2 visa applicants with Scottish Academy.

Timelines and Costs

- Boards will be invited to submit proposals for the Fellowships by 14th September 2018. STBs will consider applications and issue approval by end of September 2018.
- The SMT HR Subgroup will form have an agreed person specification and job description in place by October 2018. This lead team will also agree the text of the advertisement and core job pack information, and agree interview arrangements.
- A timetable will be issued by NES co-ordinating application windows with the national recruitment rounds. It is anticipated that 3 recruitment rounds aligned with Round 1, Round 2 and Round 2 re-advert would be possible. Advertisement and international online advertising for the first round will take place in October 2018.
- Interviews will be undertaken as soon as possible after the 4 weeks required advertising and application window, with identification of suitable candidates by three months after the advert opens either utilizing existing round 2 assessment centre arrangements or at single centre interviews.
- The posts will commence in August 2019 or at a mutually agreed date dependent upon visa and other employment 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 September 2018.
- Boards should also detail posts which have been approved by the relevant STB in previous years if they wish to recruit to them in the following year.

APPLICATION FOR THE ESTABLISHMENT OF INTERNATIONAL MEDICAL TRAINING FELLOWSHIP

| | |
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| Specialty and Title of Post | |
| Named contact persons: Educational or Clinical Supervisor Human Resources | Name and contact details: |
| Description of placements and location | |
| Service contribution | |
| Educational/ training content and Educational Outcomes/ Academic Development opportunity if applicable | |
| Educational Governance arrangements | |
| Training Programme Director Approval? | YES/NO name of TPD |
| Local Post Graduate Dean Approval? | YES/NO Name of PGD |
| Director of Medical Education approval | YES/NO Name of DME |
| Health and Wellbeing: Description of mechanisms which will be in place to support the transition of the fellow into the department: <ul style="list-style-type: none"> a) During selection and recruitment (e.g. telephone interviews, provision of information packs, specific named contact in HR b) Supporting employment (e.g. visa arrangements, GMC registration) c) Preparing the trainee for change in environment and introduction to NHS Scotland (e.g. use of 'buddy' system to help doctor adjust to social/cultural differences, time off to allow attendance to GMC Welcome to the UK course, any local measures which are in place) d) Departmental expectation and support for hosting an International doctor (e.g. length of time allowed to 'settle in' prior to service/on call requirements) | |
| Confirmation of source of funding and agreement by appropriate budget holder | YES/NO Name and designation of budget holder: |

Health Board International Recruitment Leads

| Board | Clinical Lead | HR Lead |
|--------------|--|---|
| A&A | Crawford McGuffie Crawford.McGuffie@aapct.scot.nhs.uk | Claire Bulloch claire.bulloch@aaaht.scot.nhs.uk |
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