

**Minutes of the meeting of the General Practice, Public Health Medicine and Occupational
Medicine Specialty Board held at 13:30 on Wednesday 5 September 2018 in Room 9, Westport,
Edinburgh (with vc links)**

Present: Gordon McLeay (GM) [Chair], Claire Beharrie (CB), Moya Kelly (MK), Joan Knight (JK), Andrew Thompson (AT).

By telephone: Ellie Hothersall (EH).

Apologies: Kashif Ali (KA), Nigel Calvert (NC), Lindsay Donaldson (LD), Frances Dorrian (FD), Alasdair Forbes (AF), Sandesh Gulhane (SG), Amjad Khan (AK), Jacqueline Logan (JL), Stewart Mercer (SM), Rowan Parks (RP), David Prince (DP), Hazel Stewart (HS), Iain Wallace (IW), Emma Watson (EW).

In attendance: Rachel Brand-Smith (RBS), Helen McIntosh (HM).

Action

1. **Welcome and apologies**

GM welcomed all to the meeting.

He particularly welcomed Rachel Brand-Smith, newly appointed Administrative Officer, observing at today's meeting. He noted that Ellie Hothersall was stepping down from the STB and will be replaced in due course. Iain Wallace has also stepped down from the STB and has asked SAMD to appoint a representative to replace him. Amjad Khan has been appointed GP Director in N, E and SES and will attend meetings in that role.

Apologies were noted.

2. **Minutes of the meeting held on 18 April 2018**

Page 2, Item 6.1, final paragraph, first sentence to read 'It was agreed ...'

With this amendment the minutes were accepted as an accurate record of the meeting.

3. **Matters arising/action points from previous meeting**

3.1 **Public Health: Non-Medic appointment conditions**

Noted: this has been signed off.

4. **STB update for MDET**

The next joint MDET/STB Chairs meeting will take place on 10 September. GM highlighted in his update report:

- GP Stay in Practice scheme
- Round 2 recruitment
- Targeted GP programme
- Occupational Medicine TPD
- Broad Based Training.

He will circulate the paper after the meeting.

GM

5. **MDET Updates**

Noted:

- Review of training by GMC – GP now has an action plan and this was being implemented.
- Single Employer Status – all trainees paid this month.

6. **Broad Based Training**

The new programme was introduced in August and all 12 posts have filled (one withdrawal). Professor Graham Leese, Associate PG Dean – BBT, wrote to GM proposing that BBT should sit within this STB. The group agreed the proposal and to invite Nitin Gambhir/Graham Leese to attend meetings to represent BBT.

GM

7. **Recruitment**

7.1 **GP**

RP asked all STB Chairs to contribute to the Scottish Government's review of the UK national recruitment process. A short life working group was being established and GM will attend meetings to represent the STB. He circulated the Terms of Reference of the group for its information.

MK felt the national UK process worked well for GP and trainees. If they pulled out there would be multiple interviews and a risk of applicants withdrawing and significant costs. She felt this would be a backward step for GP and the other specialties. AT supported this view and GM confirmed this is the message he will take to the meeting.

The recruitment update paper was accurate as at the date produced and information will be sent to Scottish Government after Round 2. Round 2 vacancy numbers for February entry were fewer than last year and demonstrated a fairly constant number of applications. There are 74 applicants putting Scotland as first choice and 68 posts available, mostly 3 year posts, and 4 identified for Targeted GP Training. The Selection Centre will be held later this month in Glasgow.

Targeted GP training has been introduced this year for trainees who failed one exam between 2010 and 2018 and left GP training and offered an opportunity to return to GP for 18 months. Longlisting was carried out on submitted evidence and of the 118 applicants, 74 were successfully longlisted – 44 were unsuccessful and one was pending. This was a labour-intensive process and as there is no standardised appraisal documentation in England much checking of evidence was necessary. Those longlisted will now go into the GP recruitment process – 7 trainees had a Scotland Deanery portfolio and of these, 4 accepted and 3 were rejected. Only 2 candidates have preferenced Scotland as first choice. It was likely numbers in Scotland will be small.

AT noted one minor typographical error in the document which GM will feedback. He will also feedback the need to specify whether the sitting date of the exam will be based on one year full-time equivalent.

GM
GM

7.2 **Public Health**

EH reported:

- 2 vacancies for August 2019 which will be recruited to via national recruitment in February.
- It was likely they will have 10 vacancies in 2020 with some extending into 2021 and so may struggle to recruit to all these posts.
- There will be 17 consultant vacancies in 2020/21 in Scotland.

7.3 **Occupational Medicine**

Noted: 4 posts filled.

8. **Directorate workstreams**

8.1 **Training Management**

Noted: reflective practice guidance paper was circulated to trainees.
RBS has been appointed to deal with the administration of educational and employment issues relating to NES's employment of all GP trainees in Scotland.

8.2 **Quality**

Noted: press release re GMC visit and its report on NES.

8.2.1 **NTS Initial findings**

The survey runs every year and is openly accessible. The GMC also produces written reports on the findings as presented to the group today. Burnout amongst trainees was highlighted on Page 2 of the document however it was clear most trainees remain satisfied with their overall educational experience.

EH said survey results for Public Health were for medical trainees only and they then amalgamated the documents. Data was not yet available and when it was she will pass it to the new TPD.

The QRP met on 4 September when it reviewed survey results and input from TPDs/DMEs and other evidence. There was considerable evidence of good practice and letters were being sent out. Several areas of concern were highlighted resulting in either triggered visits or TPDs/DMEs being tasked to clarify where and why pink or red flags have appeared.

9. **Professional Development**

The SIPS programme has been launched by Scottish Government aimed at mid career GPs and those nearing retirement offering up to 6 sessions per week for up to 3 years in a supportive environment. Funding was available for up to 20 doctors. Information has been circulated to practices. It was not clear how many applicants this will attract – a small number of emails have been received so far in the email enquiry box. Individuals were not expected to stay in their own practice but to move to another with experience of supporting so this would be a retainer or training practice.

10. **Specialty updates**

10.1 **GP**

Scottish Government's workforce plan contained a significant section on GP. Noted Page 51, Chapter 5 with reference to multidisciplinary workforce – 800 GPs to be added over the next 10 years and highlighted the SIPS programme, marketing and recruitment campaign for training and for GPs.

MK reported the NES Educational Capacity Group has been established as a multidisciplinary forum and was currently looking at different models of training.

10.2 **Public Health**

Longer term workforce planning work was being debated within the specialty and EH will send the latest documentation to GM. They were focusing on how people were training and multidisciplinary models and local authority settings. Much Public Health provision in England has moved to local authorities or Health Infection England and a training scheme has been established to train consultants to work in NHS Scotland. They were focusing on competencies and skills and knowledge applicable to different environments. They would encourage trainees to experience work in England/Scotland if they planned to work in either country.

EH

The process of workforce review was not yet completed and there were no Public Health departments in Scotland. EH felt this could be an advantage although it would require monitoring. They could move to integrated joint boards in Scotland/more local authority working.

10.3 Occupational Medicine

No update was received.

11. Shape of Training Review

Noted: work ongoing.

12. Service update

13. DME update

No updates received.

14. BMA update

AT noted:

- Dr Andrew Buist appointed Chair to SGPC.
- Contract discussions were ongoing.
- There was a willingness to support multidisciplinary training but noted capacity issues.
- Some Health Boards were taking forward wide ranging induction models.

15. Lay representative update

No update was received.

16. RCGP update

Noted: Setting Standard for GP Training – all now finalised and circulated. Some areas were already being worked on and there were some issues re practicalities.

17. Trainee update

18. Academic update

No updates received.

19. AOCB

19.1 Public Health representation on STB

GM noted this was EH's last meeting. He thanked her for her contribution to the STB and keeping the STB updated on specialty development. EH said she had enjoyed her time on the STB and the insights she had received into GP training.

19.2 Attendance at STB meetings

GM was keen to increase attendance and proposed dropping meeting frequency to 4 x per year. He will also focus meetings on specific areas or topics and ask representatives/groups to bring issues to meetings. Ideas were welcomed.

20. Date of next meeting

The meeting arranged for 13:30 on Tuesday 13 November 2018 in Room 5, Westport, Edinburgh was cancelled and finalised arrangements for meetings in 2019 will be confirmed.

Item no	Item name	Action	Who
4.	STB update for MDET	To circulate paper after meeting.	GM

6.	Broad Based Training	To invite Nitin Gambhir/Graham Leese to attend meetings to represent BBT.	GM
7.	Recruitment		
7.1	GP: Targeted GP Training	To feedback minor typographical error in document and need to specify re one year full-time equivalent.	GM
10. 10.2	Specialty updates Public Health	To send GM latest documentation on longer term workforce planning work.	EH