

Minutes of the Mental Health Specialty Training Board meeting held on 21st February 2025 at 10:45

Present: Seamus McNulty [Chair], Mithun Barik (MB), Daniel Bennett (DB), Deborah Brown (DB), Stephen Byres (SB), Lisa Conway (LC), Philip Crockett (PC), Leah Drever (LD), Andrew Donaldson (ADo), Pujit Ghandi (PG), Vicky Hayter (VH), Emma Lewington (EL), Monica Francies (MF), Greg Jones (GJ), Ewan Mahoney (EM), Jonathan May (JM), Jen Mackenzie (JMack), Michelle McGlen (MMcG), Dianne Morrison (DM), Neloom Sharma (NS), Norman Nuttall (NN), Bill Rogerson (BR), Laura Sutherland (LS), Sam Wilson (SW) & Quadrat Ullah (QU)

Apologies: Doris Ayemyat (DA), Natalie Bain (NB), Rachel Ball (RB), Melissa Bremmer (MB), Deborah Browne (DBe), Martin Carlin (MC), Filippo Queirazza (FC), Adam Daly (AD), Tom Fardon (TF), Neera Gajree (NeGa), Nitin Gambhir (NG), Rosemary Gordon (RG), Rekha Hegde (RH), Stephen Lally (SL), Brook Marron (BM), Susan Richardson (SR), Chris Sheridan (CS), Colin Tilley (CT), Gordon Wilkinson (GW)

Present: Rachel Brand-Smith (RBS)

Item No	Item	Comment	Action
1.	Welcome & Apologies	<p>The chair welcomed the following new members:</p> <ul style="list-style-type: none"> • Dr Monica Francis – Psychiatry Resident Doctors Committee Rep (East Region) • Dr Jonathan May – Psychiatry Resident Doctors Committee (Vice Chair) • Mr Bill Rogerson – Lay Rep 	
2.	Minutes of meeting held 13/12/2024	<p>The following corrections were requested:</p> <ul style="list-style-type: none"> • Item 13.3.2 - Issues at Stobhill Hospital: Merge with Item 13.3.1 	RBS to correct 13/12/2024 meeting notes
3.	Action Points from the meeting of 13/12/2024		
3.1	Study Leave - West Region Course Fee Endowment Fund - Communication with Supervisors	<ul style="list-style-type: none"> • SMcN confirmed that this item has been completed 	

3.2	PTC Report	<ul style="list-style-type: none"> SMcN confirmed that this item has been completed 	
3.3	Psychotherapy Issues in NHS Ayrshire & Arran - Next Steps	<ul style="list-style-type: none"> SMcN confirmed that this was still to be arranged. See Item 4.3 	
4.	Standard Business Issues – Deanery Issues		
4.1	APGD & STB Chair Roles	<p>GJ gave the members the following summary related to APGD and STB chair roles:</p> <ul style="list-style-type: none"> Proposal to Senior Team: GJ confirmed that a new STB organisational structure was presented to the senior team by the deputy Deans. GJ noted that a ‘House School’ structure was discussed however this was rejected as unsuitable. New Structure: GJ confirmed that all NES STB chair roles will now be filled by Deans and Deputy Deans. Positions will be filled when each STB chair comes to the end of their SLA. Mental Health STN Chair: SMcN confirmed that he would be stepping down as the Mental Health STB chair and the position would be filled by GJ. GJ thanked SMcN for his valuable input to the STB over the past seven years. APGD Roles: GJ noted that the APGDs would continue to be the link between the STBs and the respective schools. GJ noted however he was not a psychiatrist and suggested that specific mental health roles be shared out amongst the STB APGDs. APGDs & SLA Renewal: GJ confirmed that all the Mental Health APGD SLAs will be renewed. GJ also suggested that the responsibilities for each role be revised when they are renewed. 	

4.2	Expansion Posts		
4.2.1	Expansion Post Numbers – Position at Present	<p>SMcN gave the members an update regarding expansion posts including:</p> <ul style="list-style-type: none"> • Position at Present: GJ confirmed that discussions are ongoing between Lyndsay Donaldson and Scottish Government regarding final expansion post numbers. The most recent request consisted of expansion posts plus additional positions which would be used in areas with high numbers of resident doctors on less than full time. • Issues with Expansion Post Request: GJ noted that there had been some confusion about the agreed number of expansion posts. GJ noted that some expansion posts and whole time equivalent mitigation posts had been double counted in some correspondence. Various members confirmed that the numbers quoted in some correspondence has been inaccurate. • Final Total: VH confirmed that the original number of posts was thought to be 22. The final total is now 14 (8 expansion posts and 6 additional posts). • Location of Expansion Posts: SMcN confirmed the location of the agreed expansion posts are as follows: <ul style="list-style-type: none"> • North Region: One for Inverness, two for Aberdeen and one for Elgin • East Region: Two for NHS Tayside • South-East: Two in Edinburgh, one in Fife and one in West Lothian • West Region: One to Stobb Hill Hospital, one to NHS Dumfries & Galloway, one to NHS Lanarkshire, two to Levensdale Hospital and two to Dyke Bar Hospital 	

		<ul style="list-style-type: none"> • Review of Posts: SB asked how often these posts would be reviewed. GJ confirmed that these posts would be reviewed annually due to the changing circumstances of less than full time rates, training requirements etc. 	
4.2.2	Members Response - North Region	<p>Various issues related to expansion posts and the North region were discussed including:</p> <ul style="list-style-type: none"> • Higher Training Posts: LD asked whether there would be a higher training post in the North Region. GJ confirmed this post had not been approved. LD noted that this would impact a resident doctor in Elgin. GJ asked LD to send details for discussion with Lyndsay Donaldson. • Less than Full Time: GJ asked LD for information relating to any resident doctors in higher training posts in the North region who are less than full time. LD confirmed she would do this. • Training Gaps: LD confirmed that there were few training gaps in the North Region and that the majority of the Core resident doctors want to stay in the North region. GJ noted that decisions regarding training requirements in the North have been made on previous underfill. LD suggested a survey be carried out to analysis future training requirements based on present numbers. • CAMHS: DB noted that CMAHS has requested higher training posts in the North Region but have instead been offered Run-Through posts. • General Adult Psychiatry: DB asked if the North Region would receive a General Adult Psychiatry post. SMcN confirmed that at present no expansion post had been agreed in GAP. 	<p>LD to send GJ details of resident doctor in Elgin requiring high training posts for discussion with Lyndsay Donaldson</p> <p>LD to send GJ information relating to any resident doctor who is less than full time in the North Region</p>
4.2.3	Members Response – West Region	<p>Various issues were raised regarding expansion posts in the West Region including:</p> <ul style="list-style-type: none"> • Additional Higher Training Post: AD noted that NTN numbers had been suspended on the promise of an additional higher training post. AD asked 	

		<p>under what terms this post would be granted. SMcN confirmed that this post would be approved if the training takes place entirely within NHS Lanarkshire. AD suggested that offering a three year post would be beneficial.</p> <ul style="list-style-type: none"> • Rotation Issues in NHS Lanarkshire: LC asked on what basis personal circumstances can be taken into consideration regarding resident doctors and rotations. LC noted that she has eight resident doctors who want to rotate hospitals at present. GJ suggested that this be done on a case-by-case basis. • Advertising Posts in NHS Lanarkshire: LC asked whether region specific job adverts could be advertised on Vacancy Manager. GJ stated that this might not be possible. DM confirmed that posts advertised at present on Vacancy Manager will have a full description as well as a paragraph related to NHS Lanarkshire. 	
4.2.6	Members Responses - East Region	<p>Various issues related to expansion posts and the East Region were discussed including:</p> <ul style="list-style-type: none"> • General Adult Psychiatry Post: SW noted that there was one General Adult Psychiatry post in the East Region which remained unfilled however local services are confident of 100% recruitment in the near future. In addition to this, it has been suggested that local funding be released for three GAP HT fixed-term temporary expansion posts. GJ noted that a paper will be issued soon related to retention issues which may encourage different thinking regarding the funding of such posts. • Incentives for hard to fill posts: JM suggested that incentives should be considered for hard to fill posts. GJ noted that this has been tried in the past without much success. 	

4.2.7	Next Steps	<ul style="list-style-type: none"> SMcN suggested meeting to discuss final expansion posts numbers. SMcN suggested including VH and GJ. 	GJ to organise a meeting regarding expansion post issues with VH etc.
4.3	Psychotherapy Competencies	<ul style="list-style-type: none"> SMcN confirmed that a meeting has not been arranged with NHS Arran & Ayrshire. GJ confirmed that he would contact Larissa to organise a meeting. DB confirmed that various local solutions had been organised regarding training, but the overall picture was still complex. 	GJ to arrange meeting with NHS Arran & Ayrshire to discuss issues regarding Psychotherapy training
4.4	NHS Lothian refusing LTFT for CAMHS trainees	<p>Various issues were discussed related to resident doctors requesting less than full time including:</p> <ul style="list-style-type: none"> Issues with LTFT: DB stated that there is one resident doctor working in a CAMHS post in NHS Lothian who has been refused LTFT. This doctor is working night shift, part of which is on-call. NHS Lothian has stated that the resident doctor cannot work less than full time while on-call. DB noted that if the resident doctor is on day shift, they are employed by NES however if they work night shift they are employed by the Placement board. Next Steps: GJ confirmed he would meet with the Service team to discuss issues. GJ asked DB for any correspondence related to this issue for further discussion. 	DB to send GJ correspondence related to LTFT issues for resident doctor in NHS Lothian
5.	Training Management		
5.1	Professional Development	<ul style="list-style-type: none"> DB asked for volunteers to join faculty members helping with the NES Trainers Workshops. 	
5.2	Recruitment	<p>JMacK gave the members the following update:</p> <ul style="list-style-type: none"> Report Correction: JMacK confirmed that the offer date for Core posts is 25/05/2025. 	

		<ul style="list-style-type: none"> • Higher Posts: JMack confirmed that offers for higher posts will be issued on 15/04/2025. • MRSA Scoring: JMack confirmed that the MRSA results are being processed at present. Results will be released later this year due to the volume of candidates. 	
5.3	MDRG	<ul style="list-style-type: none"> • GJ confirmed that there were no issues to discuss. 	
5.4	Equality & Diversity	<ul style="list-style-type: none"> • GJ noted that the WINS programme has been very successful. MB noted that SAS leads are also involved in the WINS programme. NS noted that there are discussions on whether faculty should carry on offering the Psych STEP half day course as this may cover material addressed in the WINS workshops. 	
5.5	Quality	<p>GJ gave the members the following update regarding Quality including:</p> <ul style="list-style-type: none"> • Visits & DME Enquires: GJ confirmed that the most visits have been closed. In addition to this, one DME enquiry has been closed. • STBs & Quality Workstream: GJ noted that further work must be carried out to integrate the new Quality teams to the STB. 	
5.6	Simulation	<ul style="list-style-type: none"> • GJ confirmed there were no items to discuss 	
6.	Reports - Specialty & STC		
6.1	GAP	<ul style="list-style-type: none"> • SMcN confirmed there were no items to discuss 	
6.2	CPT	<ul style="list-style-type: none"> • SMcN confirmed there were no items to discuss 	
6.3	Psychotherapy	EL gave the members a summary of issues affecting psychotherapy including:	

		<ul style="list-style-type: none"> • Training Issues: EL highlighted there are no systematic family therapy training posts available for resident doctors in Scotland. EL noted that there has been discussion with the Specialty Training Committee to identify alternatives. • Further Discussions: EL confirmed that she has also discussed the issue with the chair of the Specialty Advisory Committee for Psychotherapy. EL noted that the Specialty Advisory Committee is not happy with the changes to MBT training in Scotland. EL confirmed that she will be discussing the issue at the Executive Medical Psychotherapy meeting in London. 	
6.4	OAP	<ul style="list-style-type: none"> • NN confirmed there were no items to discuss 	
6.5	ID	<p>QU gave the members the following update including:</p> <ul style="list-style-type: none"> • ID Recruitment: UQ confirmed that recruitment was ongoing for eight posts. At present there are five posts vacant in the South-East Region, two in the West Region and one in the North Region. • Dual Training: QU confirmed that there are ongoing discussions regarding dual training with Forensic Psychiatry. QU confirmed that he will be drafting a paper, with input from MMcG, for presentation at the next Forensics and STC meetings. 	
6.6	Forensic Psychiatry	<ul style="list-style-type: none"> • MMcG confirmed that there were no items to discuss. 	
6.7	CAP	<ul style="list-style-type: none"> • DB confirmed that there were no items to discuss. 	
6.8	Dual Training	<ul style="list-style-type: none"> • QU confirmed that ID has a dual programme with CAMHS 	
6.9	Service & Workforce	<ul style="list-style-type: none"> • SMcN confirmed that there were no items to discuss. 	

6.10	Service (MD) Report	<ul style="list-style-type: none"> AD confirmed that there were no items to discuss. 	
6.11	DME Report	<ul style="list-style-type: none"> The DME rep was not available 	
6.12	BMA – Consultant Doctors	<ul style="list-style-type: none"> The BMA rep was not available 	
6.13	BMA - Resident Doctors	<ul style="list-style-type: none"> JM highlighted the requirement to continue support for national resident doctors 	
6.14	SAS Report	<ul style="list-style-type: none"> SB confirmed that the Scottish Clinical Fellowship programme is now open to SAS doctors. 	
6.15	Psychiatry Trainee Committee	<p>JM gave the members an update on BMA issues including:</p> <ul style="list-style-type: none"> PTC Name Change: JM noted that the PTC has now been renamed the Psychiatry Resident Doctors Committee. ePortfolio: JM confirmed that the new ePortfolio platform will go live in August. 	
7.	Royal College of Psychiatry, Scotland		
7.2	Eating Disorder Credentialling Programme	<p>Various issues related to the eating disorder credentialling programme were discussed including:</p> <ul style="list-style-type: none"> Funding Issues: PC stated that funding should have been made available for Scottish resident doctors to attend the eating disorder credentialling programme. GJ noted however that three doctors who received places this year were not resident doctors, and the funding was provided through other routes. MB noted similar issues related to SAS doctors. 	

		<ul style="list-style-type: none"> • Allocation of Funding: GJ noted that there was a requirement to base funding not on individual need, but population requirements. GJ confirmed that he would be raising this issue at the Scottish Mental Health Development meeting next month. SMcN stated that this was a pilot programme at present. PC suggested further discussions with the college. • Priority for Resident Doctors: PC confirmed that priority should be given to senior resident doctors when considering funding for the credentialing course. 	
7.3	Other College Activities	<p>PC gave the members a summary of college issues including:</p> <ul style="list-style-type: none"> • Scottish Funding: PC confirmed that there is awareness within the college that the Scottish members should be receiving a greater share of college funding and discussions are ongoing to address this. • College Activities: PC confirmed that the college is attempting to raise the profile of the college and psychiatry issues with various governmental bodies including parliamentary committees, conferences etc. 	
7.4	Academic Reports	<ul style="list-style-type: none"> • SMcN noted that Prof. Jonathan Cavanagh has resigned from the STB and will be replaced by Prof. Fillippo Queirazza. 	
7.5	Heads of Schools	<ul style="list-style-type: none"> • SMcN confirmed the next Heads of School meeting will be held on 05/03/2025. 	
7.6	Lay Member Report	<ul style="list-style-type: none"> • BR noted that the discussions by the members of Items 5.2 and 5.3 were comprehensive and thorough. 	
8.	AOB		

8.1	Scottish Recruitment & Retention SLWG	<ul style="list-style-type: none"> GJ confirmed a paper is being drafted regarding difficulties in consultant recruitment. This document also contains a summary of issues related to expansion posts and international recruitment. 	
8.2	Neurology & Epilepsy Services	<ul style="list-style-type: none"> QU stated that there has been request for a resident doctor to complete a three or six month post with the Neurology & Epilepsy Service in NHS Lothian. QU noted that the Trainer would be a psychiatrist but asked how the clinical governance would be carried out. SMcN confirmed that if the Trainer could carry out supervision. 	
8.3	Journal Club Leads	<ul style="list-style-type: none"> MB asked who he should contact regarding the Journal Club leads. SMcN advised MB to contact the TPDs. 	
8.4	Chair of STB	<ul style="list-style-type: none"> GJ thanked SMcN for his contribution to the STB as chair. GJ noted that SMcN has been chair for seven years and thanked him for all his support. 	
9.	Next Meeting Dates	<p>Meeting dates for 2025:</p> <ul style="list-style-type: none"> 06/06/2025 (10:45 – 13:00) 03/10/2025 (10:45 – 13:00) 05/12/2025 (10:45 – 13:00) 	