

MEDICAL ACT
STAKEHOLDER ENGAGEMENT

**SUMMARY OF
DISCUSSIONS AND
STAKEHOLDER FEEDBACK**

7th EVENT

28th OCTOBER 2025

CREATED BY :

Medical ACT Team
NHS Education for Scotland



Overview

The 7th Medical ACT Stakeholder Engagement Day was held at NHS Education for Scotland (NES) Offices at Westport on 28th October 2025 as a hybrid event. The aim was to continue the collaborative work that began in August 2023, focusing on two key areas: the funding for major investment projects and reforming the Measurement of Teaching (MoT) process.

The event was facilitated by Graham Paxton (Principal Lead, NES Organisational Development Leadership and Learning) and brought together representatives from NES, NHS Boards and Primary Medical Qualification (PMQ) Programmes. On this occasion, there were 26 attendees online and 27 in person, alongside 12 members of the NES team. This represents the highest attendance at a stakeholder event so far and is indicative of the ongoing strong engagement with the process of reform.

Professor Emma Watson, NES Executive Medical Director and Mr Jim Boyle, NES Director of Finance began the day by welcoming stakeholders and setting the scene in advance of the main agenda. Both emphasised the importance of co-creating solutions to optimise the use of Medical ACT resources across NHS Boards, universities, and the wider system. Professor Watson acknowledged the impact of recent uplifts in student numbers and stressed the need for intelligent resource allocation to support the growing workload of educating future medical professionals. Jim Boyle reinforced the financial significance of ACT funding in its totality, which includes Medical, Dental and Pharmacy components, and represents a substantial portion of NHS Scotland's budget. He underlined the need for accountability and efficiency in managing this resource, considering the risks associated with major investment projects, such as delays and overspending.

Thereafter Laura Howard, NES Deputy Director of Finance, provided an update on plans to introduce the Major Investment Fund, which aims to support Boards in developing their major infrastructure projects that are required to host increasing medical student numbers across the NHS in Scotland.

The remainder of the day was dedicated to the proposed reform of Measurement of Teaching. Sincere thanks go to Dr Sara Proudfoot and Professor Morwenna Wood who provided brief insights into their experience of developing an alternative mechanism for recording teaching activity within the 4 Boards aligned to the ScotGEM programme. A proposed model for reform was also put presented by the NES Medical ACT APGDs and Finance team, with the opportunity for questions and feedback from stakeholders and further discussion around likely timescales for implementation.

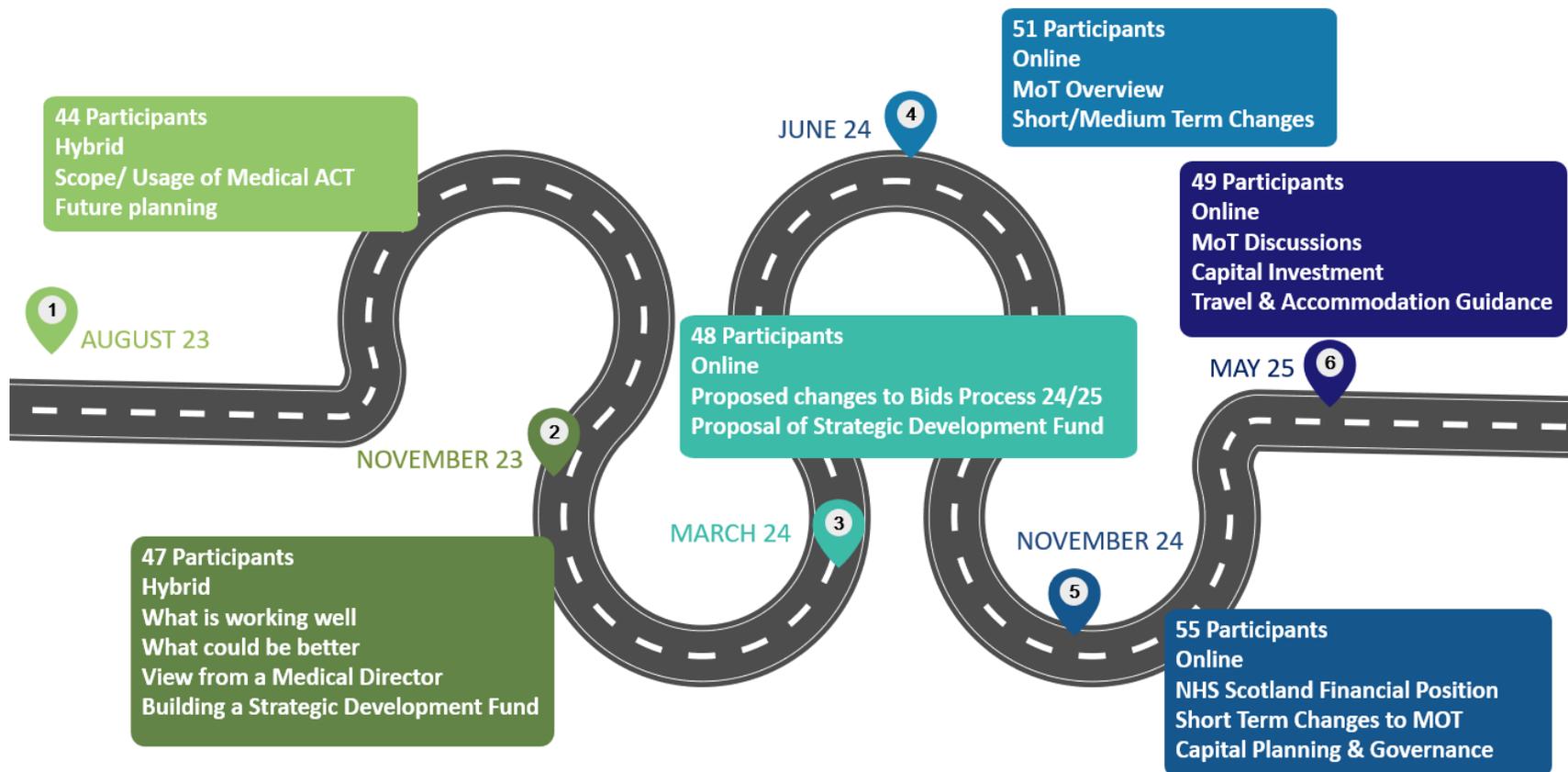
Attendance

Graham Paxton highlighted the progress made over the past two years in building shared understanding and fostering engagement. He noted that attendance and participation have increased over time, reflecting the value stakeholders have placed on the discussions.

	28th October 2025
Total Attendance	60
In person	37
Online	23
Directors of Medical Education	15
Medical Education Manager	9
Medical ACT Officer	4
Medical ACT Finance Representatives	3
UG Programme Leads	6
GP Head of Teaching	3
Other - including NES Team	20



Overview of previous events

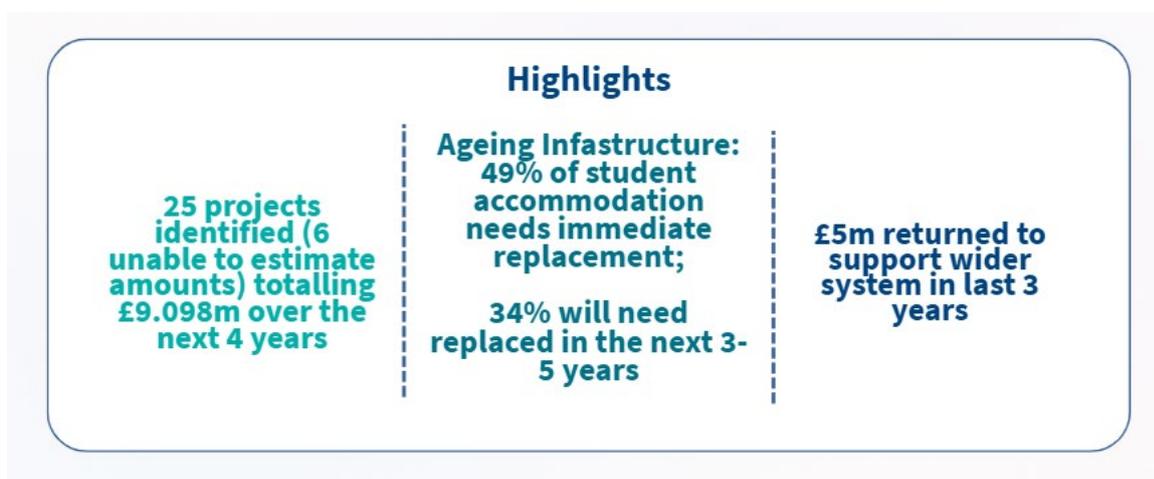


More information on past events can be found on our [website](#).

Topic 1: Funding Major Investment Projects

This session, led by Laura Howard, Deputy Director of Finance, addressed Medical ACT funding for major investment projects. Laura reported that over the past three years, significant underspends in the Medical ACT budget, ranging between £1m and 3.25m, have resulted in funds being returned to Scottish Government, which have gone towards the wider NHS system. Laura encouraged Boards to plan collaboratively and proactively with support from NES to ensure that better utilisation of the budget can be achieved.

As part of the recent accountability reporting process, NES asked Health Boards to complete a Capital Survey, the results of which identified student accommodation as a critical priority, noting that only 17% of current facilities are fit for purpose beyond five years, and nearly half require immediate replacement.



To address these and other high value funding challenges, a Major Investment Group has been established, with its first meeting scheduled for 13th November 2025. The terms of reference for the group will be discussed and finalised at this meeting, including the remit, membership, frequency of meetings and governance processes. Further updates will be provided to stakeholders in the early 2026.

Major Investment Group

Group Structure: Representatives from NES, Scottish Directors of Medical Education, Scottish Association of Medical Directors, Leaders of Undergraduate Medical Education Group, Medical ACT Finance and Scottish Government (Capital Investment).

First Meeting: 13th November 2025.

Next Steps: Boards are asked to proactively plan and complete NES Capital Surveys.

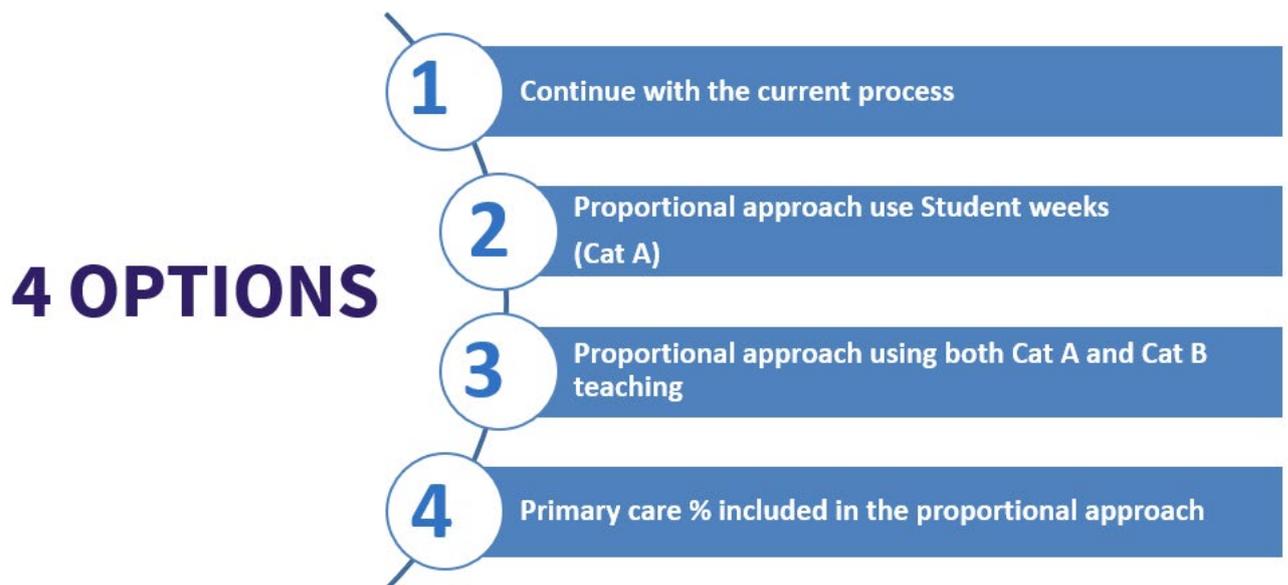
Boards are instructed to submit bids for consideration through the normal bids process, including a business case for approved by NHS Board governance groups. The NES Medical ACT Team will confirm requirements thereafter depending on the value of the funding request.

Further information will be shared with stakeholders in early 2026.

Topic 2: Proposal for Measurement of Teaching (MoT) Reform

Geraldine Brennan APGD, Alastair Campbell APGD and Ellie Biddulph, Senior Finance Business Partner presented this session. Geraldine provided a recap of how a decision to reform MoT had evolved over previous Stakeholder Events. This included an overview of the current system, which users report as time consuming, retrospective, and lacking in transparency and how options for.

At the last event in May 2025, four options for moving forward were presented as outlined below and Option 3 was selected for development.



The proposed MoT reform aims to create an allocation system that is more simple but also fair, equitable and transparent, whilst providing stability for Boards around their baseline commitments.

Key Components of the New Approach to Measuring Teaching

Simplify reporting activities (Cat B)

Better understanding of outputs by DME teams

More confidence around signing off activity in Boards

More predictability and stability around future funding received by Boards

Next, Alastair and Ellie co-presented a detailed overview of the proposed new process.

This involves 6 main steps that consider the following information:

- Standard student numbers for each year of a programme should reflect the steady-state position, once current expansions under the Scottish Government programme for governance are complete. Although student numbers in Scottish medical programmes are still increasing, future planning should be based on the anticipated steady-state enrolment– Step 1
- The student placements involved for each year of a medical programme according to the curriculum requirements; this will incorporate group sizes and numbers of blocks to create a “Standard Placement Grid” and a “Standard Non-Placement Grid” – Steps 2 and 3
- Patient focussed and student focussed teaching will be measured
- Primary and Secondary Care elements will be described
- A Board commitment to host students for placement and non-placement teaching will be reflected as “Placement” and “Non-Placement” templates – Steps 4 and 5
- The final stage, Step 6 is to create a Teaching Matrix for each programme. At the meeting this was referred to as an Educational Teaching Matrix but this has since been renamed as “Clinical Teaching Matrix”

Step 1

Define “Standard” student numbers per year of programme

Step 2

Create a Standard Placement Grid

Step 3

Create a Standard Non-Placement Grid

Step 4

Create a Placement Template

Step 5

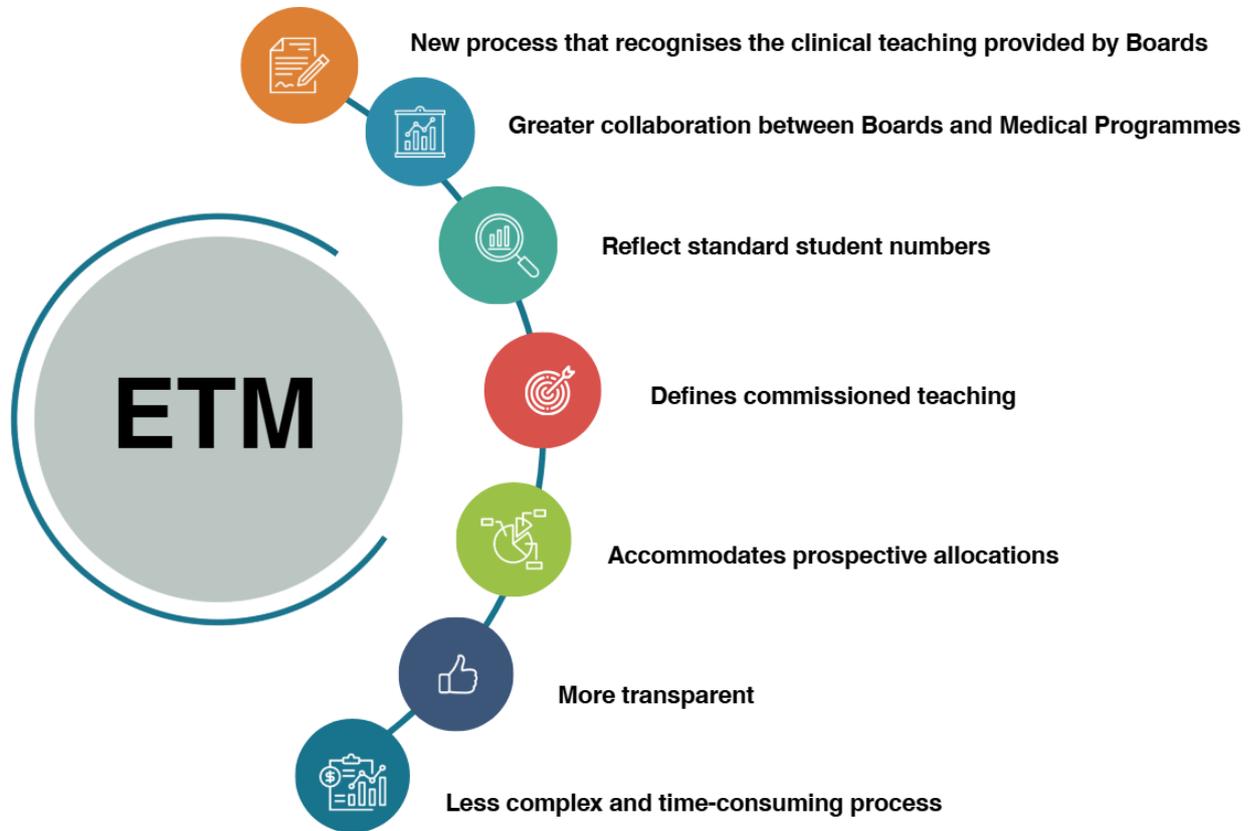
Create a Non-placement Template

Step 6

Agreed ETM is submitted to NES

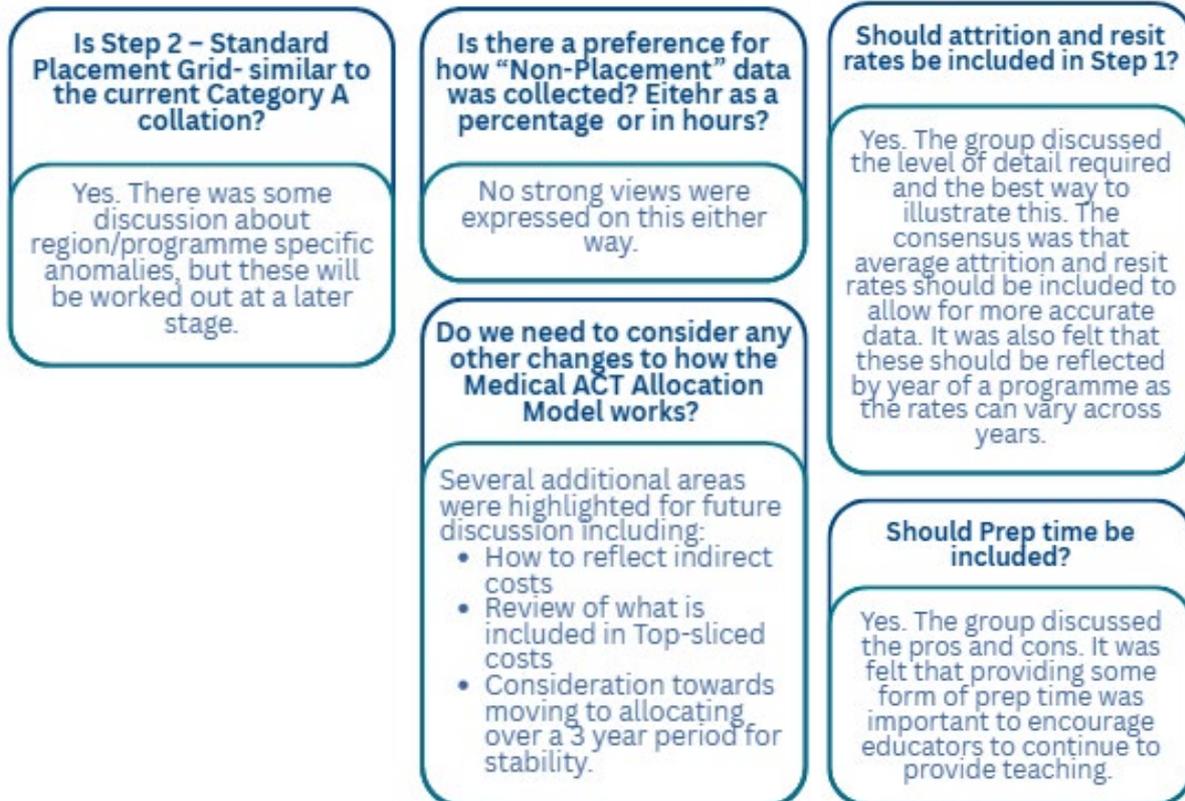


The proposed Educational Teaching Matrix should provide:



Summary of Group Discussions

Throughout the session stakeholders were given opportunities to reflect and provide feedback. In the afternoon there was another opportunity to revisit the proposals prompted by a series of specific questions:



Additional Themes from Feedback

1 Agreement to change process

- There were no major objections heard from the group with proceeding with the proposed reform of MoT.

2 Embark on a Pilot Phase before full implementation

- The University of Glasgow medical school is undergoing a major curriculum change which presents an opportunity to pilot the feasibility of the new approach.
- Malcolm Shephard (UoG) and Colin Perry (DME, GG&C) have agreed to work with NES colleagues to help develop the necessary grids and templates.
- NES has agreed to present the outcomes of the pilot phase when these are available and consider any lessons learned before proceeding to implement fully across Scotland.

3 Stability

- There were discussions about the level of granularity required to make the model accurate versus maintaining the stability of the model (and therefore funding).
- The DMEs all agreed that stability was a key area for them.
- It was felt that the proposed new process would be helpful for fostering collaborative conversations between stakeholders. This will help with transparency and future planning.

4 Terminology

- The group felt some of the terminology was not quite right and therefore Patient Focussed Placements and Student Focussed Placements will be used instead of Placement and Non-Placement teaching.
- NES has also recommended that the term Educational Teaching Matrix becomes Clinical Teaching Matrix, as that more accurately reflects its purpose.

5 Other

- Consideration needed towards the costs which are not directly associated with teaching - for example, administration, admissions interviews and Recognition of trainers (RoT).
- These could be reflected as a dedicated category, much like the clinical specialties and this will be explored as the pilot phase progresses.

Topic 3: What Next for Stakeholders

MoT Reform

The timeline for MoT reform begins with a pilot project involving the University of Glasgow and its supporting NHS Boards, which is anticipated to run from January to May 2026.

This will be followed by an evaluation phase during which outcomes will be shared with stakeholders at a future engagement event.

Assuming agreements are in place, the next phase will run between June and October 2026. During this time, NES will work with the remaining NHS Boards with the aim of implementing the new process in time to collate returns for 2026-27 allocation model.

Full implementation is targeted for 2028-2029 financial year. However, if for any reason this does not happen, then the default position would be to revert to the standard MoT process until issues can be resolved.



Concluding Remarks

The meeting concluded with agreement to proceed with the MoT reform pilot in early 2026 and maintain dialogue on key principles such as preparation time and resilience.

Participants expressed strong commitment to modernising Medical ACT processes through collaboration, transparency, and adaptability, recognising the complexity of the task and the need for iterative development.

In closing the meeting, Professor Alan Denison, Lead Dean for Medical ACT commended the group on the collaborative approach within the discussions, which has allowed further progress to be made.

A further event will be arranged for Summer of 2026.

Appendix 1: Full attendance list

In person:

Name	Board / University	Designation
Adrian Caddick	Dundee and ScotGEM RAWG	Medical ACT Officer
Alan Denison	NES	Lead Dean for Medical ACT
Alastair Campbell	NES	Associate Postgraduate Dean Medical ACT
Alix Rolfe	University of Edinburgh	Head of General Practice Teaching
Anna Bleakley	Scottish Government	Scottish Clinical Leadership Fellow
Anne-Marie Coxon	NHS Dumfries and Galloway	Medical Education Manager
Christopher Isles	NHS Dumfries and Galloway	Director of Medical Education
Colin Perry	NHS Greater Glasgow and Clyde	Director of Medical Education
Dawn Mann	NES	Medical ACT Manager
Ellena Biddulph	NES	Senior Strategic Finance Business Partner
Geraldine Brennan	NES	Associate Postgraduate Dean Medical ACT
Graeme Snape	NES	Medical ACT Finance Manager
Graham Paxton	NES	Facilitator
Helen Freeman	NHS Highland	Director of Medical Education
Iona King	NHS Lanarkshire	Scottish Clinical Leadership Fellow
Jen Kennedy	University of Edinburgh	Programme Director, HCP Medicine
Jennifer Gresham	NES	Medical ACT Administrator
Joanne Sloan	University of Dundee	Head of MBChB
John McKeown	University of Aberdeen	Head of General Practice and Community Medical Education
Kate Patrick	NHS Forth Valley	Director of Medical Education
Katie McLaren	NHS Fife	Associate Director of Medical Education
Kevin McConville	University of Dundee	Head of General Practice Teaching

Laura Howard	NES	Deputy Director of NES Finance
Malcolm Shepherd	University of Glasgow	Head of School
Margaret MacDonald	NES	Medical ACT Finance Analyst
Matthew Topping	NHS Borders	Associate Director of Medical Education
Maximillian Groome	NHS Tayside	Director of Medical Education
Paige Yuill	NES	Medical ACT Senior Officer
Pauline Wilson	NHS Shetland	Director of Medical Education
Robin Munro	NHS Lanarkshire	Deputy Director of Medical Education
Rosemary Porter	NES	Principal Lead, Medical ACT/Academia/Professional Development
Sara Proudfoot	NHS Dumfries and Galloway	Associate Director of Medical Education
Stephen Jones	NHS Tayside	Deputy Director of Medical Education
Suzy Silburn	NHS Tayside	Deputy Director of Medical Education
Ulrike Sperling	NHS Grampian	Medical ACT Manager
Wendy Watson	University of Aberdeen	Director / Programme Lead
Yuliia Martynova	North RAWG	Medical ACT Officer

Online:

Name	Board / University	Designation
Caroline Ross	NHS Western Isles	Medical Education Manager
Comien Moffat	NHS Lothian	Medical Education Manager
Craig Butler	NHS Tayside	Medical ACT Education Manager
David Wilkin	NHS Ayrshire and Arran	Associate Director of Medical Education
Eilidh Turner	NHS Highland	Medical ACT Finance Lead
Eleonora Ho	NHS Lothian	Medical ACT Finance
Ellie Hothersall-Davies	University of Dundee	Head of Undergraduate Medicine
Emma Watson	NES	Executive Medical Director
Evelyn Laing	West RAWG	Medical ACT Officer
Ian Hunter	NHS Lanarkshire	Director of Medical Education
Isla Tabberer	University of St Andrews	Teaching Operations & Student Support Manager
Jill Martin	NHS Lanarkshire	Medical Education Manager
Jim Boyle	NES	Executive Director of Finance
Karen Fairhurst	University of Edinburgh	MBChB Programme Director
Karen Murray	NHS Highland	Medical Education Manager
Keith Wylde	Edinburgh RAWG	Medical ACT Officer
Laura McGregor	NHS Lanarkshire	Deputy Director of Medical Education
Morwenna Wood	NHS Fife	Director of Medical Education
Olivia MacConnell	NHS Lothian	Medical Education Manager
Pamela McCamley	NHS Greater Glasgow & Clyde	Medical Education Manager
Sophie Ali	NHS Fife	Medical ACT Education Manager
Stephen Fenning	NHS Fife	Assistant Director of Medical Education
Vid Gobac	NHS Lothian	Medical ACT Finance