I am delighted to welcome you to the West of Scotland Deanery. As a trainee in the West of Scotland you will receive high quality support on every aspect of your training from a Deanery team that is committed to excellence in education. I hope you will also enjoy living in an area renowned for its wealth of outdoor and cultural pursuits.

The Deanery is the largest in Scotland. Our training posts span the Health Boards of Greater Glasgow and Clyde, Ayrshire and Arran, Dumfries and Galloway, Forth Valley and Lanarkshire. Foundation, GP and a wide range of Specialty training are provided through our 85 programmes. Clinical and University research centres of world renown also support those with academic interests.

Together with the three other Scottish Deaneries, we form the Medical Directorate of NHS Education for Scotland which commissions training across Scotland. National Specialty, GP and Foundation Training Boards, and regional specialty training committees, work with the Deanery teams to manage how that training is delivered.

A committed team of clinicians and administrative staff are directly involved in supporting you during your training including clinical and educational supervisors, training programme directors and associate postgraduate deans and deanery administrators. We also have teams to advise on career development, to manage flexible training and to provide performance support, where that is required. Crucial to the work of the Deanery also is team that is devoted to quality management and the on-going development of the training we provide.

The Deanery is constantly striving to support the quality of your training and the experience you gain in your programme. We welcome feedback and suggestions for development. I hope you will find your training with us a rewarding experience and that this booklet a useful overview.

With best wishes for the future,
Alastair McLellan, Postgraduate Dean
a foundation for your career

pro grammes: There are 24 Foundation Programmes, in 3 consortia-

South Consortium - programmes W1 – W9 and W26: Victoria Infirmary, Royal Hospital for Sick Children, and the Southern General, Crosshouse, Ayr, Royal Alexandra, Vale of Leven, and Inverclyde Royal hospitals. For trainees interested in gaining experience in paediatrics, W26 offers a 4 month rotation to paediatrics at the Royal Hospital for Sick Children coupled with time in one of the other city hospitals.

North East Consortium - programmes W10 – W17: based in Glasgow Royal Infirmary and central hospitals and linked to Monklands Hospital, Wishaw General Hospital (including the Paediatric unit) and Hairmyres hospital in Lanarkshire.

West Consortium - programmes W18 – W25: Dumfries & Galloway Royal Infirmary, Forth Valley Royal Hospital, West Glasgow Hospitals. Trainees can spend one year on a large city site and one year in Forth Valley or Dumfries. One programme provides the full two years in Forth Valley. Included in the West Consortium is an academic programme (W20 see p8).

making the most of it all: Each consortium delivers taught educational sessions to ensure trainees can meet their FY Curriculum requirements. For sign-off at the end of the year, 70% attendance at such sessions is required, but where this is not possible, demonstration of equivalence through e-learning is acceptable. All FY2 doctors are provided with a recognised ALS course. There is access to e-learning modules to support training and trainees have access to an e-portfolio which acts as a record of their competencies achieved throughout the year and a personal development plan for their training. Each programme is managed by a Foundation Programme Director (FPD) and each post has designated educational and clinical supervisors. Trainees are expected to arrange regular meetings with their supervisors for feedback on progress, access to careers support and advice. The years pass quickly and to be ready for applications for specialty training in early FY2, it is important to collect evidence of extra experience, e.g. audit and presentations, as soon as possible.

specialty experience: During F1, trainees rank the list of rotational options available within FY2. Where possible, trainees’ preferences are taken into consideration. “Taster weeks” provide an alternative insight into specialties. These can be arranged during the last block of FY1 or the first 2 blocks of FY2. Each Consortium Administrator can help with this, by providing information on weeks undertaken by previous trainees and contacts for supervisors. Except for Tasters, study leave is not available in FY1. In FY2 most study leave is used for clinical skills training, ALS courses and the educational programme. For any additional study leave you need to seek early (min 6 weeks) approval from both your FPD and your local hospital unit.
Deanery Team

Associate Postgraduate Dean for Career Development
Dr Elizabeth Murphy
0141 223 1507
ann.reid@nes.scot.nhs.uk

Resources

http://www.medicalcareers.nhs.uk/


http://www.scotmt.scot.nhs.uk/

http://www.gprecruitment.org.uk/

http://www.clinicalacademicjobs.org/medical/

careers support

The careers development team provides a range of services:

for foundation trainees: an information leaflet, which outlines important timelines and includes details of useful resources for Foundation trainees; a series of information events.

for all trainees: access to Deanery and specialist career support can be arranged through each trainee’s Foundation or Training Programme Director, if required.

for trainers: material to support local FY careers teaching; training sessions for Educational supervisors and Foundation programme directors; an e-based training module made available through STAR.
LaMP

leadership and management programme

This is a Scottish training initiative for all ST3/GPST1 trainees and above. The mandatory programme is aligned to the Medical Leadership Competency Framework of the Academy of Medical Royal Colleges and the NHS Institute for Innovation and Improvement and is approved by the GMC.

LaMP costs are funded from the study leave budget and it is delivered over 4 years (hospital trainees) or 3 years (GP trainees) through:

online learning: trainees should currently register with e-learning for health to access the leadership and management modules and retain the certificates from these for their portfolio (GP trainees complete 1). NES is currently developing its own e-learning modules which trainees will be able to access in the near future.

training sessions: face to face courses are provided by the NES Training Development Support Unit. Trainees are expected to complete one per year. Trainees should register with the NES Portal to book these.

work-place based assessments
study leave support

FY2 and above full-time trainees have access to 30 study leave days a year which runs from August-July (pro-rata for part-time trainees).

FY2 leave includes the ALS Course, Tasters, Teaching and any other Courses approved locally). For the ALS during FY2, NES will fund one course (at fee-only, no expenses). Such funded courses must take place during FY2.

For GP trainees this process is only relevant whilst in their hospital posts. Once in practice, they should contact the local GP Team for further information on study leave.

Each Programme Director is allocated a budget over each financial year (April-March) and they can decide how best to distribute this, throughout the year, in accordance with the National Scottish Study Leave Policy.

The study leave application form is available from the NES website and must be submitted for Service Approval prior to attendance at any Study Leave activity. (Usually 6 weeks notice is required by the Service). Once Service Approval is obtained, the form should be sent directly to your Programme Director (PD) for funding consideration. Receipts must not be sent with application forms.

Once NES has received the application form from your Programme Director, an email will be sent confirming the application status. If funding is approved, a claim form will be attached to the email in order for you to seek reimbursement.

You have 3 months from the end date of the leave to submit your final claim, although claims can be submitted as soon as you have received the confirmation email and you have appropriate receipts.
out of programme

There are 4 categories of periods of out of programme time which trainees can apply to undertake, while they continue to hold a training number, usually after their first year of specialty training. Each requires advance planning.

1) OOPT: training prospectively approved by the GMC for clinical training, e.g. in a different Deanery
2) OOPE: the pursuit of a particular additional qualification, overseas experience or a designated fellowship,
3) OOPR: research for a registered degree
4) OOPC: a career break

ahead of applying: trainees should be clear as to the nature of any related research proposal and have secured the approval of their Training Programme Director. In addition, ideally the experience should still be capable of counting towards some of your clinical training. If this is the case, prospective college approval of the experience and a decision on the amount of training it will cover needs to be sought separately from your relevant college, using their own paperwork, in advance.

applying: you should obtain an OOP application form from the Dean’s Office or the NES website. On receipt of this, submitted together with confirmation of your TPD and College approval, where relevant, the Dean will write to the GMC to request prospective approval of this out of programme period of training.

timescale: deciding on and writing a proposal for an OOPE or OOPR can take a few months, as can obtaining college and GMC approval. After all approvals have been secured, an additional minimum period of three months notice is required by the clinical service before a trainee can leave their expected posts to take up their OOP time. Therefore, you would be wise to allow a year between starting to plan an OOP period and expecting to begin it.
The West of Scotland Deanery is committed to supporting and developing academic trainees.

At Foundation level, we offer 18 places every year to new medical graduates. Trainees undertake clinical training within the central teaching hospitals and academic General Practices in Glasgow. There is a programme of teaching in generic research skills by the Graduate School of the University of Glasgow, including biostatistics, ethics, scientific writing and principles of experimental & clinical trial design. Each trainee is assigned an academic mentor who is a senior clinical academic selected on an individual basis, based on the career aspirations of the trainee. Each trainee is expected to undertake a short research project in FY2 to provide an opportunity to apply their skills in the acquisition, preparation, analysis, interpretation and presentation of data. The projects will be presented at an annual research meeting held within the University. Many projects have also been presented at other national and international scientific meetings.

To foster academic development & training beyond academic FY, the West of Scotland Deanery in conjunction with the University of Glasgow offers GATE (the Glasgow Academic Training Environment) training programmes at ST1 & 2 level (in conjunction with Core Medical Training, Core Surgical Training, Core Psychiatry Training, or with training in Obstetrics & Gynaecology, Anaesthetics & Paediatrics) to prepare trainees for subsequent application to competitive local and national research training programmes (e.g. MRC, Welcome Trust, BHF etc.). GATE provides academic mentorship over 2 years to facilitate attainment of academic objectives that are additional to the requisite competencies required of Core or ST1/2 level trainees.

Thereafter, research opportunities may present through appointment as Clinical Research Fellow (CRF) or as a Clinical Lecturer (CL) or by taking time Out of Programme. These opportunities typically arise in association with an academic mentor, who is usually a senior academic clinician or professor at the University.

CRF posts usually allow full-time research leading to a higher degree, with limited clinical commitments and are typically funded through grant applications. CRFs typically do not hold higher training numbers. Clinical Lecturer posts, by contrast, are usually appointed through the SCREDS scheme, funded by the Scottish Government via NES or the University and are held by higher specialty trainees holding national training numbers. SCREDS CLs continue in clinical training, but spend approximately 20% of their time undertaking academic, typical research activities. The total time CLs are in training is 20% longer to ensure that full clinical training is achieved. The remaining opportunity to pursue academic development and research opportunities is ‘Out of Programme’ training (see p7). These are considered after higher trainees (with NTN) have completed at least one year of higher training. All of these academic opportunities are available to trainees in most specialties where University Clinical Academics are strongly represented. Please also see the Academic Training page in the careers section of the NES website.
The West Deanery actively supports research related to aspects of medical education. Trainees who are considering undertaking research evaluating new approaches to medical education or the opinions or understanding of those in medical education should discuss this as early as possible with one of the Deanery Team, followed by the completion of a research project outline form.

The team will support trainees with comments on their proposed aims, methods and analysis and the need for ethics approval. They will also indicate whether additional Deanery input, such as literature reviews, permission to survey other trainees or support with data analysis can be considered. A training programme covering how to plan and evaluate such research is also available.

In addition, the Team foster an educational network of trainees interested in medical education research, including GP and Clinical Teaching Fellows. Regular events are held, and trainees with an interest should contact the team to be added to the email notification group.

The Deanery Research Team supports research for the whole of the NES Medical Directorate and its work is directed by an overall NES strategy. The current strategic priorities for research are

1) ‘NHS workforce development in the training and non-training environments'- selection, recruitment, assessment, performance and retention
2) ‘Learning Environments'- interventions and outcomes in NHS settings.

Other areas of particular departmental interest are the GP 2010 cohort study, patient safety/quality improvement science, collective learning/team development and MSF development for appraisal and revalidation.
Trainees can apply for Flexible Training, but not all will be eligible. Information on eligibility criteria is available, with an explanation of the process on the NES website or, if preferred, can be discussed with the Associate Dean for flexible training by making an appointment with Ann Reid. Appointments are on Friday afternoon but can be arranged out with this time if necessary, or discussed by phone.

If you wish to start an application process you should discuss this with your TPD who should have agreed and signed Form A if possible, before you meet with Dr Caldwell.

PLEASE NOTE: Applications should be sent to the appropriate Health Board **a minimum of 3 months in advance of Flexible training start date**. This means that trainees should begin the application process at least four months in advance of Flexible training start date. This also applies to existing flexible trainees who want to reduce / increase sessions, or return to full-time training.

Flexible Training cannot start until confirmation is received from NES stating that your Health Board has given approval.

Once an application is approved by the Health Board, NES will confirm the Flexible Training start date. You would then contact your College to make changes to your CCT.

If for any reason an application is refused there is an appeal process. Information on this process is available on the website.
performance support

Trainees can sometimes experience difficulties in progressing through their curricula. Such progress may be affected by a wide variety of issues, from health problems, family events, workplace difficulties, doubts about career choice and repeated examination failures. Similarly, such difficulties can sometimes impact on patient care.

The Associate Postgraduate Dean for Performance Support provides an additional layer of individual guidance and support, beyond that of each trainee’s programme director.

In addition he supports programme directors and directors of medical education in assessing the most appropriate response to any concerns about a trainee’s fitness for work or career progression, as regards their personal or physical wellbeing, as expressed by the trainee themselves or by others. In this he relates closely to the national framework for performance support.

He is also assisted by the regional Performance Management Group, which ensures that patient care is not adversely affected by a trainee experiencing difficulty.

Deanery Team

Associate Postgraduate Dean for Performance Support (Doctors in Difficulty)
Professor Brian Williams

Administrator support
Ann Reid
ann.reid@nes.scot.nhs.uk
0141 223 1507

Resources

Please see the NES website:

Other
BMA—http://www.bma.org.uk/doctors_health/d4dresourcesfordoctorsindifficulty.jsp
To enable the Deanery to identify items of best practice to share with other units, or targets for improvement, the quality improvement team are pleased to receive feedback from trainees, about posts that have been excellent and those that could be improved. Comments are welcome at any time, and can be sent directly to WestDeaneryQM.Mailbox@nes.scot.nhs.uk.

Twice a year each trainee is specifically requested to contribute their thoughts on their training experience. Two points are used to give as broad and accurate an assessment of each post as possible, by different groups of trainees.

1) the GMC national training survey takes place around April or May each year. Trainees are emailed directly by the GMC and the Deanery team really appreciates trainees taking the time to complete the survey. A high return makes a huge difference to the accuracy of the data we later receive about each unit from the GMC.

2) the Scottish Post Assessment Questionnaire is sent by the Deanery to trainees towards the end of each year. Again a high return is important to ensure we identify key issues and good practice.

an appropriate response

triangulation: in addition to the surveys, the Deanery gathers reports from training programme directors and directors of medical education. A structured analysis is then made of each unit and programme, in the context of all data available, including that for previous years. Data is also categorized into three types: items relating to patient or trainee safety, items relating to satisfaction with the trainee’s experience of the post and its training and items related to how that training is managed.

a structured Deanery action plan is then constructed comprising of visits to units, specific enquiry and reporting by programme directors and ongoing monitoring. This continuous cycle is available to view on the deanery web pages.

Resources

http://www.gmc-uk.org/education/postgraduate/standards_and_guidance.asp
http://www.gmc-uk.org/education/surveys.asp
http://www.gmc-uk.org/education/annual_deanery_reports.asp

please help us improve the training we provide….

please complete the surveys

accountability

In addition to monitoring the quality of training within the Deanery, the team are responsible for reporting to the GMC and to NES on the Deanery’s performance against national standards. These reports can be viewed on the GMC website.
deanery development

The Deanery development team is responsible for the planning and implementation of a strategic approach to development work that will advance and enhance the operation of the Deanery and the training provided across the region. In addition, the development work encompasses the following strands:

**communication:** print and web-based communications within the deanery network and between the Deanery and its trainees and trainers.

**careers development:** providing information and advice to trainees to support their career choices - see page 4

**faculty development:** fostering and coordinating local provision of educational supervisor training courses; involvement in the NHS Education for Scotland Faculty Development project; developing online materials and operating the online provision of training for supervisors through the STAR website.

**generic training provision:** leadership and managerial training is now provided through LaMP - see page 5

**research related to medical education:** trainees interested in medical education research can access training, guidance and support from the Deanery team and join the regional interest group - see page 9.

The development team are always interested in new ideas. Please send them to

ideas.west@nes.scot.nhs.uk
diagnostics

The diagnostics deanery team relates to the specialty training board which is responsible for training in radiology, histopathology, medical microbiology and medical virology.

radiology: The West of Scotland Training Programme is the largest in Scotland with over 50 trainees at any one time. The first year provides a broad grounding in plain radiography interpretation, fluoroscopy procedures and ultrasound with opportunities for early experience in CT, MRI, Nuclear medicine and basic intervention. The 2nd and 3rd year rotations cover the core curriculum. Subspecialty training occurs in years 4 and 5 in all modalities. Breast imaging, musculoskeletal imaging, gastrointestinal imaging, nuclear medicine, including PET CT, oncological imaging, paediatric imaging, interventional radiology and neuroradiology. There is a structured teaching programme that takes trainees through the curriculum and all stages of the FRCR examination.

pathology: the West training programme is unique in Scotland as the various West of Scotland training departments offer a superb mix of specialist and generalist training, across the full range of specialties, including Paediatric Pathology, Neuropathology and Forensic Medicine, with a variety of complex resections and interesting pathologies that are not seen elsewhere and opportunities to participate in teaching and research through the university academic department. The West has had an excellent pass rate for both part 1 and 2 of the MRCPath examination.

medical microbiology: the West training programme is based in the 4 main tertiary referral centres in Glasgow (including the RHSC) with rotations to general hospitals across the Deanery and the Regional Virus Laboratory for further experience. The various stages of the MRCPath examination are addressed by the structured training programme.

medical virology: the West of Scotland Deanery manages the national Medical Virology training programme, and in the West Virology training is based mainly at the Regional Virus Laboratory and, as required, in various Scottish Microbiology Reference Laboratories. The programme follows the RCPath curriculum to the final MRCPath and CCT.
anaesthetics: training within the West of Scotland programme is divided into three sectors; East, South and West. Trainees will normally spend most of their time in the first few years within one sector, but it is expected that most trainees will move to another sector at some stage during the 7 years. All our trainees have the opportunity to attend the Scottish Clinical Simulation Centre in Stirling at appropriate stages in the programme. There is also the option to take the 5th year of training out-of-programme to develop a research interest, take part in a subspecialty post outwith the region or to work in a centre abroad.

In addition, trainees will have experience in Maxillofacial, Obstetric, Paediatric, Cardiothoracic or Neurosurgical Anaesthetics, where the West of Scotland has tertiary referral services in these subspecialties. In the final stages a limited number of advanced training posts are available in Pain Management, Neuroanaesthetics, Cardiothoracic Anaesthetics and Intensive Care Medicine.

intensive care medicine: training is tailored to meet the needs of the trainee. The scheme offers a wide clinical experience in all areas of General Intensive Care. In addition, specialist care for burns, transplantation, and oncology is available within the base units, while attachments to paediatric, cardiac surgical and neurosurgical intensive care units are readily arranged.

There is an active teaching programme and trainees are supported if they wish to sit the Diploma in Intensive Care. From August 2012 the new ICM curriculum will be introduced and the joint CCT route will be replaced by the dual CCT route (CCT in ICM plus CCT in parent specialty). Intake to ICM will be at ST3 level but those trainees who acquired an NTN in a recognised parent specialty prior to Aug 2012 will still be able to pursue the joint CCT route.

emergency medicine: the West of Scotland EM Training Programme is the biggest in Scotland and offers placements in a wide variety of hospitals. These range from large city teaching hospitals serving deprived inner city populations, to district general hospitals, with mixed rural and urban catchment areas.

In your 3 years of Higher Specialty Training you will rotate through 3 departments offering a range of learning environments. There is a weekly teaching programme which aims to support success in the FCEM examination. In addition, there are opportunities for subspecialty training in Paediatric EM and Retrieval Medicine.

accs: an ACCS programme is offered and trainees can enter ST1 Anaesthetics or EM, on completion of an ACCS programme or equivalent.
GP specialist training (GPST) in the West of Scotland is organized into 8 programmes – contact details for the relevant TPD (training programme director) and for each programme can be found on the GPST website – see across.

The TPD oversees the quality of educational experience in both hospital and GP posts and is locally based.

Three programmes are based in Glasgow and the others cover Forth Valley, Lanarkshire, Renfrew Inverclyde and Dumbarton, Ayrshire and Arran and Dumfries and Galloway. The majority of programmes are now 4 years in duration although there are always a small number of 3 year programmes available each year. All programmes contain a minimum of 18 months in GP. The first year usually consists of 2 six month hospital posts followed by a second year containing a further 6 month hospital post and a 6 month GP post. Third year again has 2 six month hospital posts and fourth year is in practice. The programmes are designed to offer a sound broad-based training in General Practice.

During hospital posts the trainee will be released to their training practice for educational attachments in addition to educational review meetings with their GP educational supervisors. This fosters the relationship with the training practice throughout the programme. The majority of trainees remain attached to the same practice throughout training. There are currently 255 GP trainers in the West.

There is a rolling programme of educational meetings held at NES for those in hospital posts, and half or full day release meetings held locally for those in GP posts. Further details are available under “Courses” on the westgpst website.
core medicine offers an extensive range of experience and training opportunities. A typical 2 year programme features training in both teaching and district general hospitals. The programmes are based within three consortia of hospitals:

East (Glasgow Royal, Lanarkshire, Dumfriesshire);

West (West Glasgow, Beatson Oncology Centre, Renfrewshire, Stirlingshire, Dumfriesshire);

South (Southern General Hospital, Victoria Infirmary, Ayrshire).

Posts within rotations include acute GIM, cardiology, care of the elderly, dermatology (east and south), diabetes & endocrinology, gastroenterology, haematology, infectious diseases, nephrology, neurology (south), oncology (west), respiratory medicine, rheumatology and spinal injuries (south). With emphasis on acute and general medicine, all rotations offer valued training in key medical specialities too.

All rotations include posts with departmental and hospital clinical meetings and many sites offer bedside clinical teaching sessions for those sitting PACES.

In addition, all our Core Trainees have access to CoMEP (the Core Medical Educational Programme). This is a 2 year rolling educational programme that covers the majority of the curricular objectives (the emergency presentations, the ‘top 20’ clinical presentations, the majority of the ‘other presentations’ as well as the majority of generic curricular objectives). CoMEP also incorporates training sessions in essential practical procedures. Each CoMEP session is run twice (in the West of Scotland Deanery and at the Royal College of Physicians & Surgeons in Glasgow) and most sessions are captured on video to maximise access by trainees to the programme’s contents.

ACCS: the deanery also offers an ACCS programme comprising posts of 6 months’ duration in acute medicine, emergency medicine, anaesthetics and intensive care. Programmes are effectively run over 3 years to accommodate appropriate timelines to attain the requisite competencies including exam progress (for example attainment of MRCP for ACCS-AM trainees). ACCS trainees have access to CoMEP but also have education & training sessions targeting their specific training needs.
Higher Medical specialty training in West Deanery comprises 26 medical specialties. Programmes run from ST3 level to CCT.

**general internal medicine-associated specialties**
Acute Medicine, Cardiology, Diabetes & Endocrinology, Gastroenterology, Geriatric Medicine, Infectious Diseases, Nuclear Medicine, Renal Medicine, Respiratory Medicine, and Rheumatology.

**non-GIM-associated specialties**
Chemical Pathology, Clinical Genetics, Clinical Neurophysiology, Clinical Oncology, Dermatology, Haematology, Immunology & Allergy, Palliative Medicine, Rehabilitation Medicine and Sports & Exercise Medicine.

**scottish national programmes**
The West Deanery co-ordinates the national programmes for Chemical Pathology and Metabolic Medicine, Clinical Genetics, Clinical Neurophysiology, Infectious diseases and GIM, Occupational Medicine and Palliative Medicine. National programmes for the following specialties are managed by other Scottish Deaneries (with posts in the West): Clinical Pharmacology & Therapeutics, Genito-urinary Medicine, Medical Oncology, Medical Ophthalmology, Neurology.

**research and educational support**
Training programmes offer the full range of opportunities to achieve curricular training requirements as well as providing excellent research prospects; many trainees take out-of-programme time to broaden their educational goals and achieve higher degrees, or specialty certificates and diplomas.

A comprehensive educational package is run by each specialty and there are also “generic” training programmes for GIM trainees and management & leadership training programme with protected study leave for all medical trainees.
obstetrics and gynaecology & paediatrics

obstetrics and gynaecology: the programmes offer a wide range of training opportunities. Regular, parallel regional training sessions are provided for basic training (St1-2), intermediate training (St3-5) and advanced training (St6-7). A long running part 2 MRCOG course is provided in Glasgow.

There are well established sub-specialty training programmes in maternal-fetal medicine, gynaecological oncology and urogynaecology. Provision of Advanced Training Specialty Modules is well established and overseen by the Director of ATSMs. Ultrasound training is well established and is overseen by the Director of Ultrasound training.

Strong links with the University of Glasgow Academic Department facilitates world class research opportunities. Clinical research fellow posts and a lecturer post exist within the programme. Several trainees also pursue research projects with specific funding as out of programme experience and research and audit are encouraged throughout the programme.

paediatrics: the training programme is able to offer excellent training opportunities in General Paediatrics and virtually all Paediatric subspecialties both in regional centres as well as in large DGH units.

The typical individual rotation will start with two years located in Glasgow working in General Paediatrics and Neonatology (6 months of these first two years may be in a DGH unit). The next three years (in Tertiary Glasgow Units and West of Scotland DGH units) will provide middle grade experience in General Paediatrics, Neonatal Medicine, Community Child Health and Paediatric Intensive Care.

The final 3 years will be more individually tailored in order to take into account the trainee’s future career plans providing opportunities for exposure to a number of subspecialties, further DGH placements or dedicated subspecialty training through the RCPCH UK NTN Grid appointments process.

paediatric cardiology: the only Paediatric Cardiology programme in Scotland is run from the National Paediatric Cardiac Centre in Glasgow. The programme accepts entrants from either a general paediatrics or medicine background. All paediatric cardiac procedures other than transplantation and Norwood procedures are undertaken in Glasgow, there is an busy paediatric ECMO service and an active research programme.
psychiatry

core psychiatry: trainees rotate via sub specialties and hospital sites with most trainees completing at least 6 months general adult psychiatry within their first year. Subsequent rotations are organised depending on trainee preference and learning requirements. Rotations are discussed with the Training Programme Director both at the entry to program and on an annual basis thereafter. Specialty learning opportunities exist in every sub-specialty of psychiatry, including opportunities in perinatal, inpatient adolescent, inpatient forensic and academic psychiatry which may not be available in other deaneries.

A weekly day release teaching course is provided, aimed both at preparing trainees for exams and improving clinical knowledge and skills for trainee development. In addition, each hospital runs an internal teaching program. The programme also provides numerous opportunities for involvement with audit, research and teaching with each trainee encouraged to participate in audit projects and teaching in every 6 month.

advanced specialty training: the full range of psychiatric specialties and endorsements are catered for by the range of posts provided within the West of Scotland Deanery. Forensic Psychiatry & Psychotherapy are run as national programmes in Scotland. The lead deanery for Psychotherapy is the West and for Forensic Psychiatry is the South East. There are good links to the academic departments, a network of research groups and a research tutor.

There is a fortnightly teaching programme and in addition, higher trainees attend the University of Glasgow Academic Series in Psychiatry (UGASP) which is a lecture based academic and clinical programme for all psychiatrists in the region. Strong support also exists for trainees who wish to initiate research, or to participate in ongoing studies.
surgical specialties

The West of Scotland is able to offer excellent training opportunities in general surgery and its subspecialties in 14 hospitals across the Deanery area with training units providing a variety of district general services and tertiary referral exposure.

The newly established Core Surgical Training (CST) programme provides 2 years (CT1/2) in elective and emergency practice in a variety of surgical specialties including General Surgery, Urology, Otolaryngology, Paediatric Surgery, Cardiothoracic Surgery, and Plastic Surgery, preparing trainees for entry to Higher Surgical Training at Level 3 in these specialties or in Oral and Maxillofacial Surgery. Higher training in these specialties extends for a further 5-6 years (according to specialty) as described in the ISCP curriculum. Normally each level will take one year to complete. Trainees may apply for recruitment at the appropriate Specialty Registrar level dependent on qualification, experience and available posts. Entry to level 3 is provisional upon the MRCS examination being passed and, increasingly, on completion of CST.

Training in Trauma & Orthopaedics (in Scotland), Neurosurgery, and Ophthalmology is still based on the "run-through" model with entry to training at ST1 level. With the exception of the early years of training (ST1/2), the structure of the training programmes is similar to those of the other surgical specialties, including the provision for trainees to undertake subspecialty training in the last 2-3 years of the programme.

A wide range of surgical skills and endoscopic courses are available within Scotland for all levels of trainees. Learning can also be enhanced by the access to simulators provided in several of the clinical centres. Trainees may also apply for time "out of programme" for clinical experience or research. Provision is made in all specialties to accommodate less-than-full-time trainees.

Progress is monitored through workplace-based assessment, educational supervisors' reports and ARCPs. Completion of training and attainment of CCT requires successful completion of the Intercollegiate or College Specialty Examination.

west of scotland programmes: Core Surgical Training, General Surgery, Ophthalmology, Otolaryngology, Trauma & Orthopaedic Surgery and Urology

scottish national programmes: Neurosurgery, Oral & Maxillofacial Surgery and Paediatric Surgery are co-ordinated by the West Deanery; Cardiothoracic Surgery and Plastic Surgery are managed by other Scottish Deaneries (with posts in the West).
Important links

GMC publications on what is required of a doctor

Gold Guide reference guide for specialty training in the UK


Concerns

Your concerns are important to us. In the first instance, your Educational Supervisor or Programme Director is usually the best person to contact. However, the Quality Improvement Team, and the Associate Deans for Performance and Careers support are also there to help. (Please see the ‘Deaneries’ section of the NES website for a ‘raising concerns’ form.)

Trainee forum

The Deanery is delighted to have your ideas and suggestions for development. Please do contact us on ideas.west@nes.scot.nhs.uk.

In addition, trainee representatives from each of the specialty training committees are invited to attend a regional trainee forum. This group meets with the Dean, or relevant leads, on a quarterly basis.

Likewise, volunteer representatives from each Foundation Programme are invited to meet twice a year with the Foundation Team.
your training your deanery
Contact us

3rd Floor, 2 Central Quay
89 Hydepark Street
Glasgow, G3 8BW
Tel: 0141 223 1400 /1401

Send your suggestions to
ideas.west@nes.scot.nhs.uk