Dean’s Update

Scotland Deanery – West Region

As of the 1st April 2014, the roles and functions that have hitherto been undertaken by the Medical Directorate of NES through Scotland’s four separate Deaneries will be delivered under the auspices of a single Deanery, ‘the Scotland Deanery’.

Malcolm Wright, our NES Chief Executive, emphasised in his address to those who attended the official launch in Stirling on the 2nd April, that the new Scotland Deanery will nevertheless continue to function across five regional offices (in Glasgow, Edinburgh, Dundee, Aberdeen & Inverness), to ensure that the connectedness with stakeholders such as the Medical Schools, our LEPs and territorial Health Boards is not compromised as we go forward. He also emphasized the importance to the success of this transition, of engaging with and listening to all of our staff.

The biggest change to how we function is the transition from a model in which each region has delivered its objectives and its own priorities in its own ways (and these typically have worked very well for their own region) to a model in which, irrespective of region, we are all working together, to deliver the same agreed priorities and objectives in one way.

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Alastair R McLellan, Dean
To help manage this, four work streams have been defined, ‘Professional Development’, ‘Training Management’, ‘Quality’ and ‘Strategic Planning & Directorate Support’. There could be potential to slip from the ‘silos’ that were the four Deaneries into new ‘silos’ around the four work streams, and we will need to be alert to that risk. However, as many of our staff sit within at least two work streams that risk is not great. Some will find that the new model does necessitate some refinement of the relative balance of work stream duties required of them and so will consequently experience changes in their line management. So there will be some changes.

Our aim through implementation of ‘vision’ is summarized as ‘aspiring to excellence and efficiency’. It is hoped that by achieving single processes we can achieve greater efficiency, while maintaining the excellence that is our hallmark. Delivery of these aspirations is assured if all our staff (administrative staff and Medical Education Leads (MELs), including PGDs, GPDs, APGDs & TPDs) actively engage with the new opportunities brought by this new vision and bring to the development of our new single processes, all of their regional experience and expertise. It is important that all of us take this time to craft our future and the processes that will support this. We are not experiencing a revolution but rather we are all architects of an evolution.

In the meantime, it is ‘business as usual’. I remain ‘Postgraduate Dean’ albeit of the West Region (of ‘the Scotland Deanery’) rather than the West Deanery. Accountabilities of our MELs are unchanged, as are the line management arrangements for most of our administrative staff (most of those affected by changes will be aware of this already). Indeed there are no plans to alter any of my current regional roles, functions, and responsibilities. It is also worth remembering that the future comes just one day at a time – and if, with time, it becomes clear that changes are necessary you will be given plenty notice.
After a complete redesign and rebuild, the Scottish Medical Training recruitment website was launched in mid-September 2013. Designed to be viewed on mobile, tablet or desktop the site was tested with trainees at the BMJ Careers Fair in London in October last year. Feedback was very positive with the results fed back into the design. We plan to continue to improve the interface over the coming year with the help of our trainee ambassadors. If you are interested in finding out more about the ambassadors or in helping us to test the site please contact us at start.alliance@nes.scot.nhs.uk.
Recruitment

Training Posts, ARCP’s & National Guidance

Round 1 of 2014 core and specialty recruitment is now complete and Round 2 is under way. Of the 19 specialties involved in Round 1 in the West of Scotland only three have vacancies going forward to clearing or a second round.

The national offers system this year is supporting all specialties and the transition to this new system has been seamless. At this time of year the Training Management team are at their busiest, supporting the national recruitment process, managing ARCPs for all trainees from FY2 to our remaining SpRs, ensuring that Educational Supervisors are aligned with trainees for the annual self declaration on SOAR and taking part in the new NES Tier 2 sponsorship system. As always, full details can be found on the NES, e-portfolio and College websites and are circulated to trainees and trainers directly and through the Specialty Training Committees (STC).

In the wider world the new, 5th, edition of the Gold Guide has been published and has to be assimilated and the Regional Workforce Group has formally approved the regional LAT appointment process. The GMC is holding a series of national workshops with Deaneries and Royal Colleges on Out of Programme (OOP) approvals and revised and updated guidance will be appearing on their website shortly.

Gold guide
Reference guide for specialty training in the UK:
Click to go to link
From August 2014, NES will issue a Certificate of Sponsorship (COS) to all Medical trainees requiring Tier 2 sponsorship; this will not include all current trainees, as not all of them will require sponsorship from August 2014.

For current trainees, NES will only apply for a new certificate of sponsorship if their current visa is due to expire in August 2014.

The Tier 2 Certificate of Sponsorship NES apply for will cover all rotations, up to a maximum of three years, as per the Home Office regulations when a further extension following three years will be required if needed.

Due to these arrangements, it is important when making allocations that TPD’s do not allocate current Tier 2 candidates who have a valid visa beyond August 2014 to a new employer. This will ensure there is no additional cost to the NHS or to the trainee.

If you, or any of your trainees, have any questions about this process or matters arising from this briefing note please contact the Tier 2 sponsorship email address: tier2sponsorship@nes.scot.nhs.uk.
New Programme Directors

**Newly appointed TPDs in 2014**

**Dr Ralph Bouhaidar**  
Forensic Pathology  
rbouhaid@staffmail.ed.ac.uk

**Dr Jane Naismith**  
Psychotherapy  
jane.naismith@ggc.scot.nhs.uk

**Dr Mark McColl**  
Haematology  
mark.mccoll@nhs.net

**Dr Scott Morris**  
Renal Medicine (May 14)  
scott.morris@nhs.net

**Dr Stuart Hood**  
Cardiology  
stuarthood@nhs.net

**Miss Amanda McCabe**  
Paediatric Surgery (Aug 14)  
amccabe2@nhs.net

**New Deputy TPDs for Anaesthetics**

**Dr Caroline Whymark**  
caroline.whymark@aaaht.scot.nhs.uk

**Dr Carol Murdoch**  
carol.murdoch1@nhs.net

**Dr Lisa Manchanda**  
lisamanchanda@doctors.org.net

**Dr Scott Marshall**  
scott.marshall@lanarkshire.scot.nhs.uk
Despite the organisational challenges posed by the high numbers of Less Than Full Time trainees, Obstetric trainees continue to receive an excellent training experience in the West of Scotland, including regular, tailored regional teaching days, advanced simulation training and more conventional lecture/seminar based sessions.

Our three subspecialty programmes (maternal-fetal medicine, urogynaecology, and gynaecological oncology) have been evaluated by the RCOG and all three have received continued accreditation. In addition, in an innovative development, the maternal-fetal medicine programme now combines training opportunities between Edinburgh and Glasgow in order to strengthen both its clinical and research components.
You and your surveys

The GMC NTS runs from 26 March – 8 May 2014 and asks trainees to comment on the training post that they are in on the census date of 26 March 2014. Trainees will be sent regular e-mail and SMS reminders to complete the survey by both the Deanery and the GMC.

The Deanery will receive updates from the GMC on comments from trainees relating to patient safety and bullying and undermining comments throughout the survey window. These comments will be shared with the DMEs in two tranches 17 April 2014 and 16 May 2014, Boards will be asked to respond to these by 29 June 2014.
The process of formal GMC recognition of supervisors will begin in earnest this July. For Educational and Clinical Supervisors the following links provide some further guidance about the national plan and the process in Scotland.

Work has begun to develop a section on SOAR to support collation of the evidence needed and more information on this will follow when available.

http://www.gmc-uk.org/education/10264.asp


Training Tips and Times For Your Diary

Dates for the Diary

MAY

**Friday 16 May**
TPD meeting at 2CQ (2 pm)

**Thursday 22 May**
Interview Window National Recruitment Round 2 close

JUNE

**Friday 6 June**
National Recruitment offers/upgrades completed

**Friday 13 June**
Visit to Glasgow Royal Infirmary - Surgery

**Friday 13 June**
New trainee allocations due

Further information

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

**OOP & Flexible training:**
http://www.nes.scot.nhs.uk

**IDT portal address:**
https://nationalidt.gtisolutions.co.uk/Home/Guest

Your Training Programme Team Leaders will have been or will be in touch with you regarding the rotation and recruitment details for your specialty.
Viewing PDFs on mobile devices

If you are using an iPhone or iPad to view NES PDFs you will need to download a free viewer from the app store to benefit from the full range of navigation features, including the clickable contents menus. Follow the steps below to install and use the viewer.

Downloading the viewer

The viewer we recommend using is PDF Pro, a free to download viewer available on the App Store. To install the viewer, simply click on the App Store Icon on your home screen and then search for “PDF Pro”.

Click on the blue box at the right hand corner which says “FREE”. It will then turn green and the word will change to “INSTALL”. Click once more and the viewer will begin to download and install on your device.

If you have a password set up on your device it may ask you for this now.

Please note: you will need to have adequate free space on your iPhone or iPad for the app to install.

Using PDF Pro

Using the viewer is simple. Once installed it will be automatically added to the options for viewing when opening a PDF. Simply navigate to the location on the web using Safari, click on the PDF you want to view and an option will appear at the corner of the screen which says “Open in…”

Click on the “Open in…” option, followed by the PDF Pro icon and the PDF will launch in the viewer. Once viewing in PDF Pro all of the navigational features will be functional, so simply tap the buttons onscreen to get started.