



Scottish
Medical Training

Introducing
the NHS in



Scotland



A Guide for Applicants to Foundation
and Specialty Training in Scotland

[Click Here](#)

Contents

[Next Page](#)

Introduction

Overview

• Scottish Structure

• Scottish Government

• Scottish Government Health Directorates

• NHS Boards

• NHS Education for Scotland (NES)

• Medical Directorate

• Foundation and Specialty Training Programme Flowchart

• Scotland Fact File



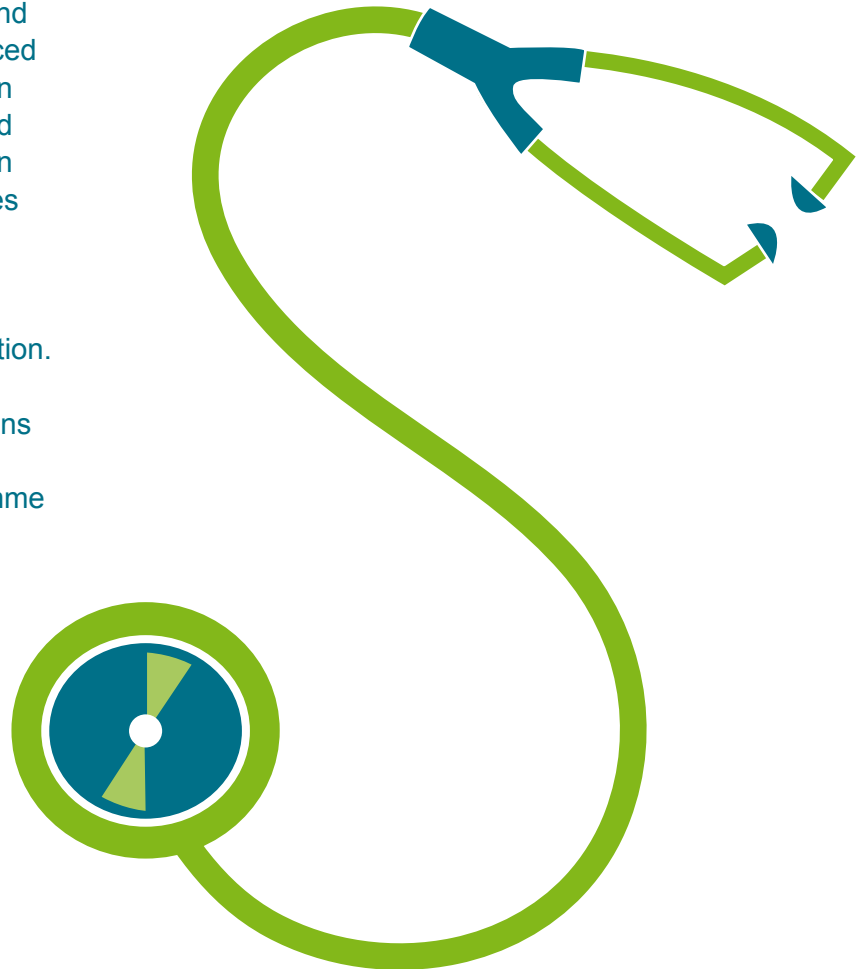
Introduction

[Back](#)[Next Page](#)

The way that the NHS is structured and services delivered by the four nations that together make up the UK – Scotland, England, Northern Ireland and Wales – is very different. We have produced this brief guide to help applicants to Foundation and Specialty Training programmes in Scotland to understand the structures in Scotland and, in particular, to outline some of the key differences between Scotland and the other three nations.

We have provided links to websites and other publications if you need more detailed information.

You will also find a helpful flowchart that explains Foundation and Specialty Training progress to CCT via the Scottish Medical Training programme (known as MMC in the rest of the UK).



Overview

Back

Next Page

The National Health Service (NHS) was established in 1948, assuming responsibility for the provision of a comprehensive health service for the people of the UK. The fundamental principle underlying the NHS remains largely intact today: services are funded predominantly from general taxation and are primarily free at the point of use, comprehensive and available to all, regardless of ability to pay .

Since its inception, the NHS has seen huge transformations in the political and social landscape, and undergone remarkable change. One of the most significant changes to affect the NHS was the wide-ranging constitutional reform embarked on in 1997. This led to a significant decentralisation of power – in a process referred to as ‘devolution’ – to elected bodies in Scotland, Wales and Northern Ireland. Following a series of referendums on the devolution process, in 1998 the UK government created an elected parliament in Scotland, an elected assembly in Wales and an elected assembly in Northern Ireland. After 1998 each of the new political bodies gained significant freedom to shape NHS policy in their jurisdiction, and the last decade has seen increased diversity in the organisation and delivery of healthcare services.

The constituent countries of the UK differ significantly in population, geographical size, and population density. England has a population that is 10 times greater than Scotland, 17 times greater than Wales and 29 times greater than Northern Ireland¹.

Country	Population Estimate (mid-2007)	Geographical size (square kilometers)	Population per square kilometer
UK	60,975,000	244,110	249.8
England	51,092,000	130,410	398.1
Scotland	5,144,000	78,790	65.3
Wales	2,980,000	20,760	143.5
Northern Ireland	1,759,000	14,160	124.2

¹ Sutherland K and Coyle N, Quality in Healthcare in England, Wales, Scotland Northern Ireland : an intra-UK chartbook. The Health Foundation, 2009

The Scottish Structure

[Back](#)[Next Page](#)

The structure of the NHS in Scotland is often very different to that in England, and the period of time since devolution has seen significant divergence in both policy and organisation. There is often a tendency to assume that for every organisation in the NHS in England, there will be a direct NHSScotland equivalent – although sometimes true, this is not always the case.

- Healthcare in Scotland is the responsibility of the Scottish Government, through the Deputy First Minister and Cabinet Secretary for Health and Wellbeing.
- The Scottish model of delivery is based around NHS Boards, responsible for all healthcare services in their geographical area, directly funded by and accountable to Scottish Ministers. Hospitals within a given geographical area are directly managed by the relevant NHS Board. There are no Strategic Health Authorities, and no NHS Trusts.
- There is no purchaser/provider split, no commissioning of services, and there are no independent sector treatment centres.
- Postgraduate Medical Education in Scotland is the responsibility of NHS Education for Scotland (NES), a multi-professional organisation, funded directly by Scottish Government

Health Directorates (SGHD) – there is no Multi Professional Education & Training Levy (MPET) or Medical and Dental Education Levy (MADEL). NES is responsible for education and training across all staff groups in NHSScotland. The four Scottish Postgraduate Deaneries are part of NES.

- In addition to the Scottish Medical Royal Colleges (Physicians of Edinburgh [RCPE], Surgeons of Edinburgh [RCSEd] and Physicians and Surgeons of Glasgow [RCPSG]), there is a well established Scottish Academy of Medical Royal Colleges.
- Several agencies, committees, advisory boards and other organisations that are of great significance to the NHS in England do not have a remit within Scotland. This includes, for example, the Care Quality Commission, the National Institute for Health and Clinical Excellence, and of course, Medical Education England (MEE).
- Lastly, while undergraduate medical education in Scotland is provided by the five Scottish University Medical Schools, the clinical placements are funded, by NES, through Medical ACT (Additional Costs of Teaching) funding, broadly equivalent to Service Increment for Teaching (SIFT).

The Scottish Government

[Back](#)[Next Page](#)

The devolved government for Scotland, established by the Scotland Act 1998 is responsible for most of the issues of day-to-day concern to the people of Scotland, including health, education, justice, rural affairs, and transport. The Scottish Government was known as the Scottish Executive when it was established in 1999 following the first elections to the Scottish Parliament. The current administration was formed after elections in May 2007. The next elections to the Scottish Parliament will take place in 2011.

Scottish Cabinet

- First Minister
- Deputy First Minister and Cabinet Secretary for Health and Wellbeing
- Cabinet Secretary for Finance and Sustainable Growth
- Cabinet Secretary for Education and Lifelong Learning
- Cabinet Secretary for Justice
- Cabinet Secretary for Rural Affairs and the Environment



The Scottish Government

[Back](#)[Next Page](#)

Importantly, from the perspective of medical education and training, health and education are devolved powers and so sit firmly with the Scottish Government.

Health & Wellbeing

Deputy First Minister and Cabinet Secretary: Nicola Sturgeon

Responsibilities include: NHS, health service reform, allied healthcare services, acute and primary services, performance, quality and improvement framework, health promotion, sport, public health, health improvement, pharmaceutical services, food safety and dentistry, community care, older people, mental health, learning disability, substance misuse, social inclusion, equalities, anti-poverty measures, housing and regeneration.

Minister for Public Health and Sport: Shona Robison

Minister for Housing & Communities: Alex Neil

Education & Lifelong Learning

Cabinet Secretary: Michael Russell

Responsibilities include: Further and higher education, science and lifelong learning, school education, training and skills, HM Inspectorate of Education and the Scottish Qualifications Authority, nurseries and childcare, children's services, children's hearings, social work and HM Social Work Inspectorate.

Minister for Schools and Skills: Keith Brown

Minister for Children and Early Years: Adam Ingram

² http://www.opsi.gov.uk/acts/acts1998/ukpga_19980046_en_1
(The Scotland Act 1998)

³ <http://www.scotland.gov.uk/About/> (About the Scottish Government)

⁴ <http://www.scotland.gov.uk/About/14944/Scottish-Cabinet>
(About the Scottish Cabinet)

The Scottish Government Health Directorates

[Back](#)[Next Page](#)

The key functions of the Scottish NHS are overseen by the Scottish Government Health Directorates. They are led by Dr Kevin Woods, Director-General Health and Chief Executive NHSScotland .

Chief Medical Officer and Public Health Directorate

The Chief Medical Officer (CMO) Dr Harry Burns is the Scottish Government's principal medical adviser, and as such has direct access to Ministers. The CMO is also Head of the Scottish Medical Civil Service. The post has direct involvement in the development of health policy in Scotland, including prevention, health promotion, health protection and harm reduction. The CMO also has lead responsibility for issues such as clinical effectiveness, quality assurance, accreditation and research, and covers the spectrum of health related issues ranging from public health policy to NHS operations.

Chief Nursing Officer

The Chief Nursing Officer (CNO) Directorate provides policy and professional leadership and advice on all issues relating to nursing, midwifery,

Allied Health Professions (AHP) and Health Care Scientists (HCS) working closely with professional and NHS colleagues. The Directorate develops, implements and evaluates policy on education and training, regulation, modernising Nursing Midwifery & Allied Health Professions (NMAHP) careers, leadership and recruitment and retention. It also provides professional NMAHP advice and support in relation to mental health, vulnerable adults and children, vulnerable families and early years and midwifery services.

Healthcare Policy and Strategy

The Directorate for Healthcare Policy and Strategy is subdivided into three divisions: (i) Healthcare Planning Division; (ii) Patients and Quality Division; and (iii) Child and Maternal Health Division

Primary and Community Care

The Primary and Community Care Directorate provides a focus for integration of Scottish Government policies on primary care, specialist services and social care.

The Scottish Government Health Directorates

[Back](#)[Next Page](#)

Health Delivery

The Directorate of Health Delivery aims to ensure that NHSScotland delivers better health services for the people of Scotland. The Directorate supports NHS Boards to deliver key Ministerial targets and covers six main areas: Leadership; Local Delivery Planning and HEAT; Improvement Support; Performance Management; Performance Support; Waiting Times.

Health Finance

The Directorate for Health Finance is responsible for:

1. Financial Reporting and Control, covering financial data analysis, accounting processes and financial reporting as well as technical accounting guidance, audit and governance issues
2. Financial Performance Assurance: covering financial management advice and assurance to the Delivery Directorate, all Health Boards and the health programme budget holders within the Department
3. Financial Planning and Development: covering planning and project management, policy and quality assurance; significantly, it also leads on Efficient government and Best value and on developing performance measurement and benchmarking.

Health Workforce

The Health Workforce Directorate is structured into three divisions: (i) Workforce Planning and Development Division; (ii) Workforce Employments and Retention Division; and (iii) Workforce Projects and Consultancy.

Equalities, Social Inclusion and Sport

The Equalities, Social inclusion and Sport Directorate comprises three divisions: (i) Social Inclusion - poverty, financial inclusion and Armed Forces and Veterans' issues; (ii) Equalities - equality policy, violence against women, race, religion and refugee integration; and (iii) Sport and Games Legacy Team - Sport, 2014 Commonwealth Games Delivery and Legacy

eHealth

The eHealth Programme aims to change the way in which information and related technology are used within NHSScotland in order to improve the quality of patient care.

[Continue](#)

The Scottish Government Health Directorates

[Back](#)[Next Page](#)

Housing and Regeneration

The Housing and Regeneration Directorate works towards the Scottish Government's Purpose by working with delivery partners and other stakeholders to create the right quality, quantity and types of homes and places for people to live, work and flourish.

Oversight of a number of key aspects of medical education and training in Scotland sits with two key SGHD Committees :

- It is Scottish Government policy to move towards a service delivered by trained doctors and to reduce the reliance on doctors in training for front-line service delivery. This demands a robust approach to planning the clinical workforce based on a clear understanding of likely reductions in doctor in training numbers and availability and the service's demand for doctors in career grades. Any decisions in relation to determining final medical specialty training numbers will ultimately be for Cabinet Secretary.

Scottish Medical Training Board

- Co-Chaired by the Chief Medical Officer and the Director for Health Workforce.
- Has responsibility for policy aspects of medical education and training in Scotland.
- Includes representation from Scottish Government, the Scottish Academy of Medical Royal Colleges, NHS Education for Scotland, the territorial NHS Boards through representatives of Medical Directors and Directors of Human Resources, and the British Medical Association Scottish Council. Scottish Junior Doctors' Committee and Scottish Staff and Associate Specialists Committee.
- A separate selection and recruitment delivery board (SRDB), with responsibility for all aspects of recruitment to Scottish Medical training reports to SMTB, and is co-chaired by the Chief Executive of NES and a Territorial Board Medical Director

⁵ <http://www.scotland.gov.uk/About/Directorates/Healthier> (Scottish Government Health Directorates)

⁶ <http://www.scotland.gov.uk/Resource/Doc/294421/0090967.pdf> (NHSScotland CEO Annual Report)

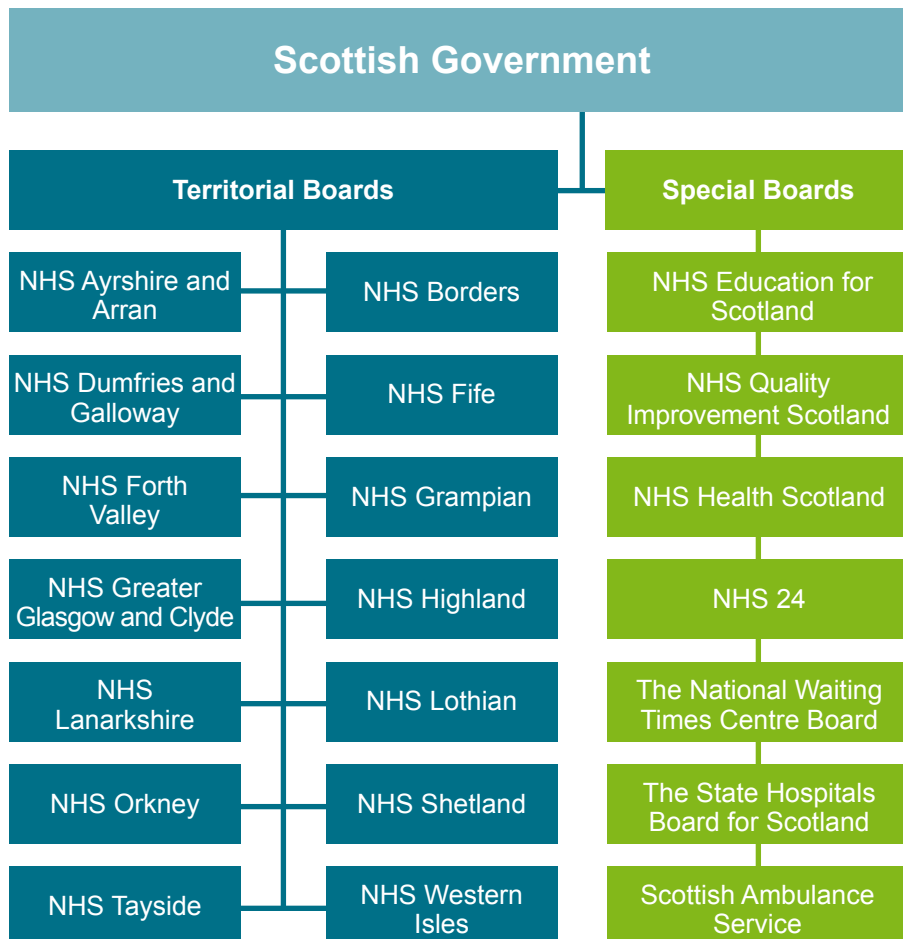
⁷ <http://www.scotland.gov.uk/Resource/Doc/296797/0092270.pdf> (NHSScotland CMO Annual Report)

⁸ http://www.sehd.scot.nhs.uk/mels/CEL2009_28.pdf

The NHS Boards

[Back](#)[Next Page](#)

The Scottish Health Service is organised into NHS Boards. The Scottish NHS does not have Strategic Health Authorities or Trusts, and is not organised along purchaser/provider lines. There are no Independent Sector Treatment Centre (ISTCs)s. Individual hospitals are directly managed by a NHS Board.



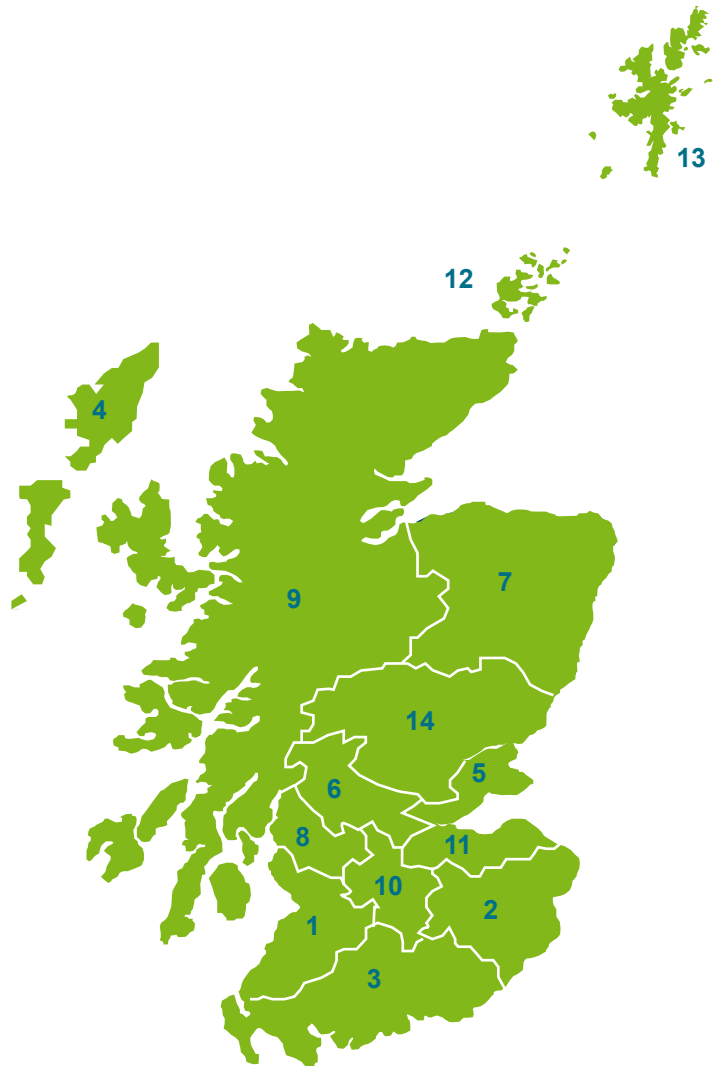
The NHS Boards

[Back](#)

The territorial NHS Boards (of which there are 14) have overall responsibility for the delivery of all aspects of healthcare to the population of a defined geographical area: Independent Sector Treatment Centre (ISTCs)s. Individual hospitals are directly managed by a NHS Board.

- 1 NHS Ayrshire and Arran
- 2 NHS Borders
- 3 NHS Dumfries and Galloway
- 4 NHS Western Isles (Eilean Siar)
- 5 NHS Fife
- 6 NHS Forth Valley
- 7 NHS Grampian
- 8 NHS Greater Glasgow and Clyde
- 9 NHS Highland
- 10 NHS Lanarkshire
- 11 NHS Lothian
- 12 NHS Orkney
- 13 NHS Shetland
- 14 NHS Tayside

Each Board has a Board Chief Executive and Board Executive Medical Director amongst its senior staff, directly accountable to the Scottish Government.



The NHS Boards

[Back](#)[Next Page](#)

Special Health Boards

The territorial Health Boards are supported by a number of non-geographical Special Health Boards providing national services including :

NHS Education for Scotland

The structure and functions of NES are set out in the following section

NHS Quality Improvement Scotland

NHS QIS has a lead role in supporting NHS boards and their staff to improve the quality of healthcare in Scotland, a key strategic priority in the Scottish Government's Better Health, Better Care: Action Plan. They support NHSScotland by: (i) providing advice and guidance on effective clinical practice; (ii) driving and supporting quality improvements; (iii) assessing NHS performance, reporting and publishing their findings.

NHS Health Scotland

NHS Health Scotland is the national agency for improving the health of the Scottish population. Their work covers every aspect of health improvement, from gathering evidence, to planning, delivery and evaluation, and spans the range of health topics, settings and life stages.

NHS24

NHS24 provides 24/7 telephone access to NHS

services, and nhs24.com provides comprehensive up-to-date health information and self care advice for people in Scotland.

The National Waiting Times Centre Board

The NHS National Waiting Times Centre is an NHS Special Board made up of two distinct parts - the Golden Jubilee National Hospital and the Beardmore Hotel and Conference Centre. Based in Clydebank, near Glasgow, the Golden Jubilee is Scotland's flagship hospital for reducing patient waiting times. The hospital is also home to the West of Scotland Heart and Lung Centre; a first-class facility that provides regional and national services.

The State Hospitals Board for Scotland

The State Hospital provides assessment, treatment and care in conditions of special security for individuals with mental disorder who, because of their dangerous, violent or criminal propensities, cannot be cared for in any other setting. This State Hospital is a national service for Scotland and Northern Ireland, providing both care and treatment of the highest standards and ensuring public safety, whilst helping patients to recover from their illness or live their lives as fully as possible.

Scottish Ambulance Service

Provide an emergency ambulance service to the population of Scotland, serving all of the nation's mainland and island communities.

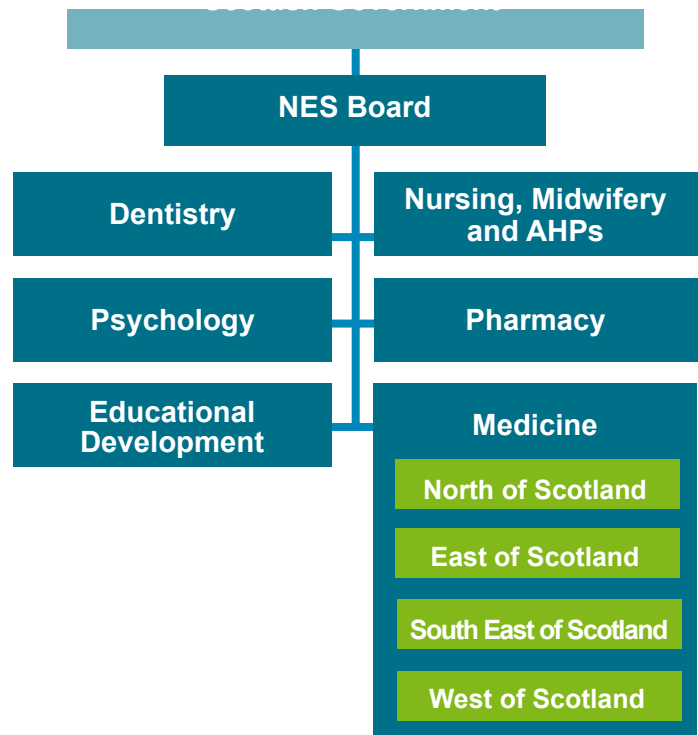
NHS Education for Scotland

[Back](#)[Next Page](#)

NHS Education for Scotland¹⁰ is one of the Special Health Boards. NES is responsible for supporting NHS services delivered to the people of Scotland by developing and delivering education and training for those who work in NHSScotland

NES is a multi-professional body, and is organised in Directorates, covering all of the key professional groups, including medicine, dentistry, nursing, midwifery, allied health professionals, pharmacists and psychologists. In addition NES has responsibility for optometrists, healthcare scientists, as well as business, administrative and support staff. The four Scottish Postgraduate Deaneries are part of the medical directorate¹¹ within NES.

In addition to the core professional directorates, a directorate of educational development directorate is responsible for Knowledge Services, including the NHSScotland Knowledge Network¹², and has overarching responsibility for Educational Governance¹³.



¹⁰ <http://www.nes.scot.nhs.uk/>

¹¹ <http://www.nes.scot.nhs.uk/medicine/>

¹² <http://www.elib.scot.nhs.uk/>

¹³ http://www.nes.scot.nhs.uk/educational_development/educational_governance/

NHS Education for Scotland

[Back](#)[Next Page](#)

NES has a headquarters office in Edinburgh. In addition, there are five regional offices, within which are based the four Postgraduate Deaneries.

To access further information including the population of each region and the number of foundation and specialty training programmes available, click on the relevant region in the list below:

North of Scotland Deanery

Aberdeen and Inverness

East of Scotland Deanery

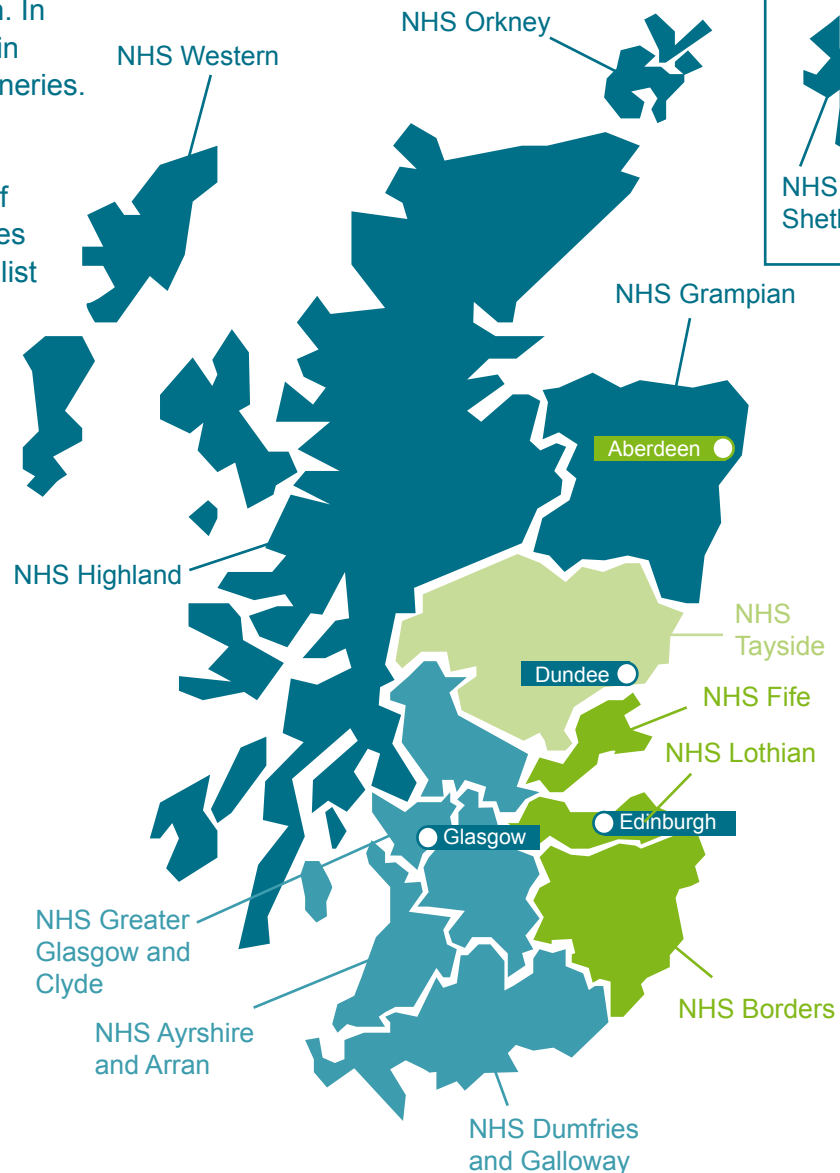
Dundee

South East of Scotland Deanery

Edinburgh

West of Scotland Deanery

Glasgow



NHS Education for Scotland

[Back](#)[Next Page](#)

NES North Deanery

Population 917,600

Foundation Training:

No. Trainees	270
No. Programmes	11

Specialty Training:

No. Trainees	600
No. Programmes	33



NHS Education for Scotland

[Back](#)[Next Page](#)

NES East Deanery

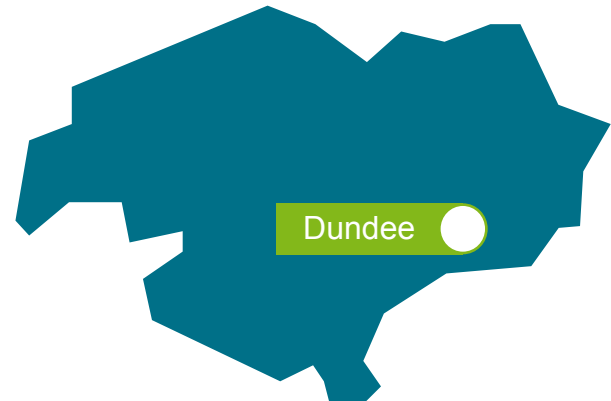
Population 396,942

Foundation Training:

No. Trainees	186
No. Programmes	6

Specialty Training:

No. Trainees	420
No. Programmes	33



NHS Education for Scotland

[Back](#)[Next Page](#)

NES South East Deanery

Population 1,291,972

Foundation Training:

No. Trainees	372
No. Programmes	12

Specialty Training:

No. Trainees	1,010
No. Programmes	46



NHS Education for Scotland

[Back](#)[Next Page](#)

NES West Deanery

Population 2,561,986

Foundation Training:

No. Trainees	780
No. Programmes	24

Specialty Training:

No. Trainees	2,099
No. Programmes	60



NES Medical Directorate

[Back](#)[Next Page](#)

The medical directorate within NES comprises a central management team, and the four Scottish Postgraduate Deaneries:

Central Medical Directorate

Director of Medicine
Dr Mike Watson

Deputy Director of Medicine
Dr Stewart Irvine

Executive Manager
Jean Allan

North of Scotland Deanery

Postgraduate Dean
Professor Gillian Needham

Director of PG GP Education
Dr Ronald MacVicar

East of Scotland Deanery

Postgraduate Dean
Professor Philip Cachia

Director of PG GP Education
Dr David Bruce

South East of Scotland Deanery

Postgraduate Dean
Professor Bill Reid

Director of PG GP Education
Professor Anthea Lints

West of Scotland Deanery

Postgraduate Dean
Professor Alastair McGowan, OBE

Director of PG GP Education
Professor Stuart Murray

Overview

The work of the Medical Directorate is organised by means of three standing committees :

Medical Directorate Executive Team
Chaired by Dr Mike Watson, Director of Medicine
Medical Directorate Quality Management Group
Chaired by Dr Stewart Irvine, Deputy Director
Medical Directorate Management Team
Chaired by Jean Allan, Executive Manager

NES Medical Directorate

More more information on NES and the role of the Medical Directorate in particular please visit the NES website: www.nes.scot.nhs.uk

Specialty Training Boards

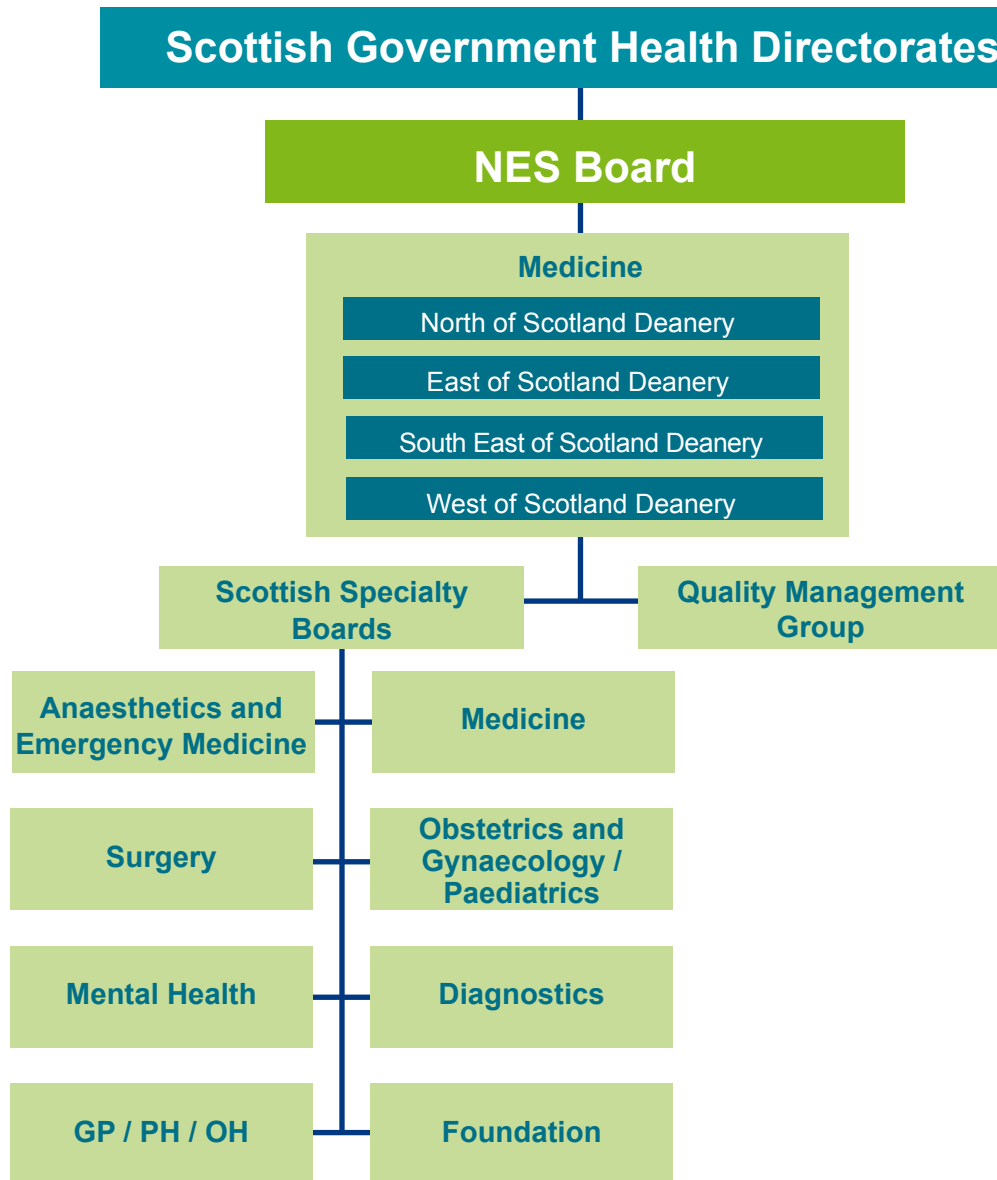
In addition to the Standing Committees within the Medical Directorate, NES has established seven Specialty and one Foundation training Board. The Boards support NHS Education for Scotland, postgraduate deaneries and NHSScotland in commissioning and delivering specialty and foundation training. Members represent the interests of: the service (including regional workforce planning groups); the profession; academia; and the medical Royal Colleges. NES representation includes a liaison postgraduate dean for each board, Training Programme Directors and NES central management.

- Anaesthetics and emergency medicine
- Medical specialties
- Surgical specialties
- Obstetrics and Gynaecology and Paediatrics
- Mental Health Specialties
- Diagnostic specialties
- General Practice, Occupational Health and Public Health Medicine
- Foundation Programme

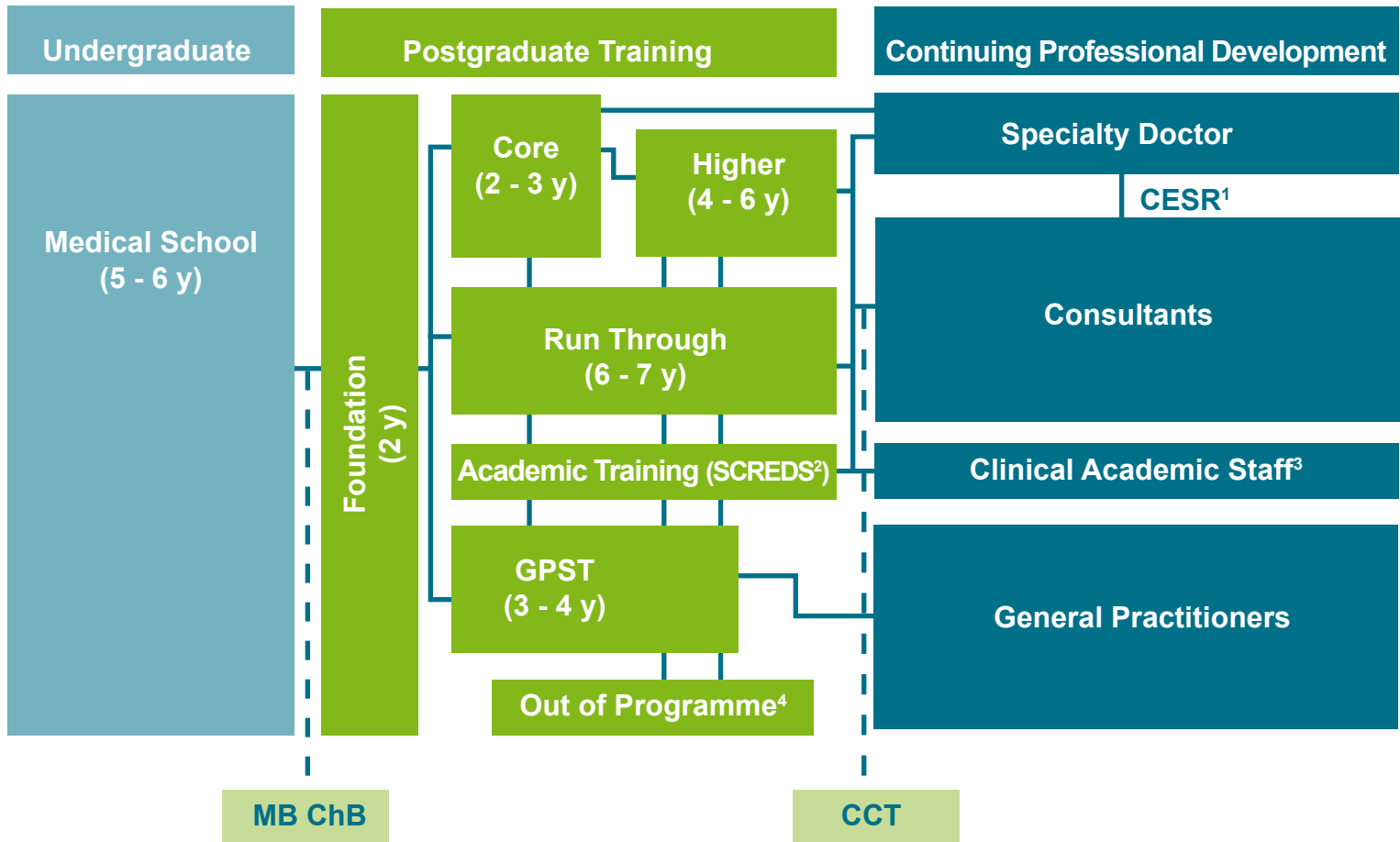
This group has oversight of the work of the Deanery quality management groups, and includes broad stakeholder representation. It has published a quality management framework for Scotland¹⁴.

¹⁴ http://www.nes.scot.nhs.uk/medicine/quality_management/framework/

NES Medical Directorate

[Back](#)[Next Page](#)

Foundation and Specialty Training Programme Flowchart

[Back](#)
[Next Page](#)


1 CESR – Certificate of Equivalence for the Specialist Register

2 SCREDS – Scottish Clinical Research Excellence Development Scheme

3 Clinical Academic Staff – University / MRC employed senior lecturer / consultant grade

4 Out of Programme – Research (OOPR), Training (OOPT), Experience (OOPE)

Scotland Fact File

[Back](#)[Next Page](#)

Click on the links below for further information:

[Scotland's Geography](#)[Scotland's Economy](#)[Scotland's Population](#)[Scotland's Government](#)

Information in this section has been provided by the following website:
<http://www.scotland.org/about/fact-file/index.html>



Scotland Fact File

[Back](#)[Next Page](#)

Geographical Information

Total Area	<i>78,772 sq km (30,414 sq mi)</i>
Highest Mountain	<i>Ben Nevis 1344m</i>
Other Mountains	<i>Ben Macdui 1309m Braeriach 1296m</i>
Largest Loch	<i>Loch Lomond 56 sq km</i>
Other Lochs	<i>Loch Ness 56 sqkm Loch Awe 38 sqkm Loch Maree 29 sqkm</i>
Longest River	<i>River Tay 193km</i>
Other Major Rivers	<i>River Spey 172km River Clyde 171km River Tweed 156km River Forth 105km</i>
Islands	<i>800 (130 inhabited)</i>
Coastline	<i>Approx. 10,000km with 3,900km mainland coast</i>
Weather	<i>Average sea level temp. of 9 degrees (min -30 max +30). 3 hour sunshine. 200 days rain per year, west coast 250 rain.</i>

Scotland Fact File

[Back](#)[Next Page](#)

Economic	
Population	5,168,500 (2008 est.)
GVA	£98 million (2007 est.)
GVA per head	£19,152 (2007 est.)
Currency	Pound sterling
Labour Force	2,678,000
Scotland's Top Five Export Industries (£billions)	Food & Drink £4.6 Chemicals £2.2 Wholesale, retail & accommodation £1.9 Business Services £1.9 Office machinery £1.2
Top Five Export Destinations (£billions)	USA £2.8 France £1.5 Netherlands £1.4 Germany £1.3 Eire £1.0

Scotland Fact File

[Back](#)[Next Page](#)

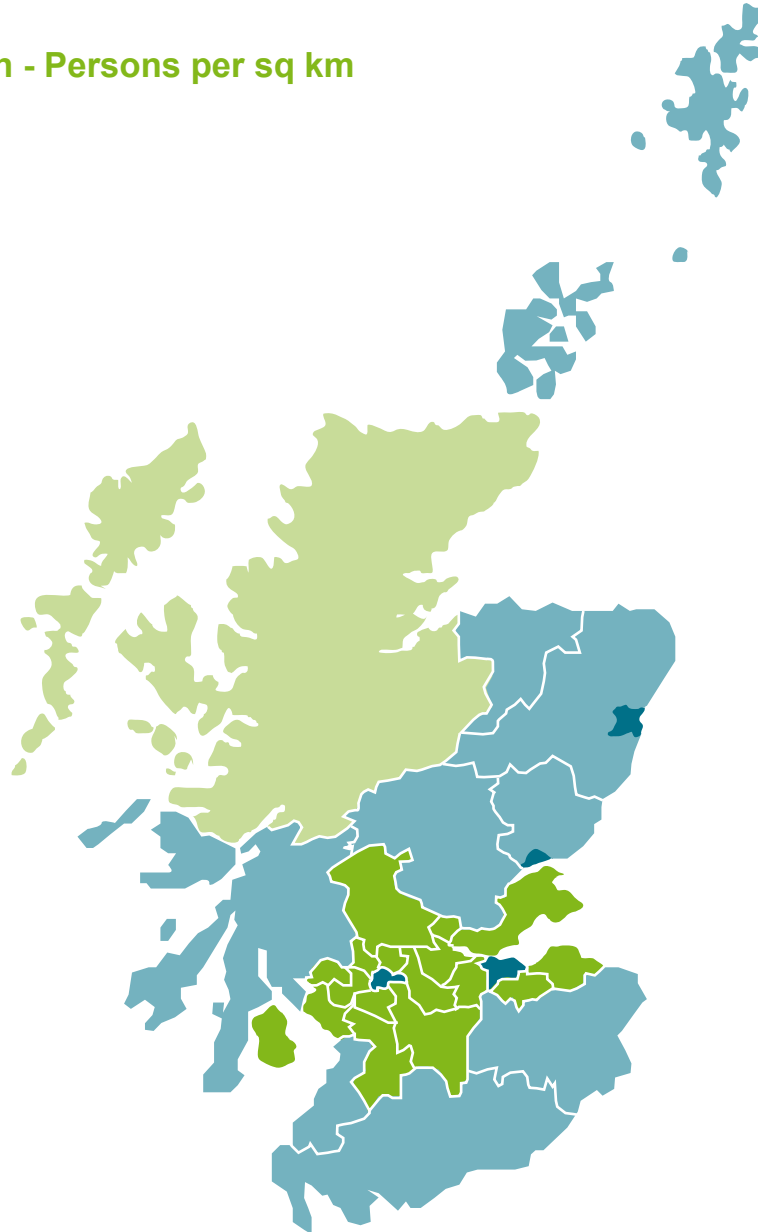
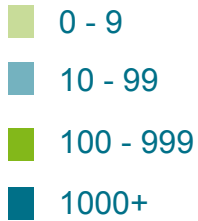
Population	
Population	5,168,500 (2008 est.)
Scotland's Cities - Populations	Glasgow - 577,980 Edinburgh - 446,110 Aberdeen - 179,950 Dundee - £141,930 Inverness - £42,400 Stirling - £33,060
Birth Rate	10.7 per 1,000 population
Death Rate	11.0 per 1,000 population
Net Mitigation Rate	4.1 migrants per 1,000 population
Popular Growth Rate	0.4%
Life Expectancy at Birth	Male: 74.2 years Female: 79.3 years
Literacy	99%

To view population distribution on a map click here

Scotland Fact File

[Back](#)[Next Page](#)

Scotland: Population - Persons per sq km



Scotland Fact File

[Back](#)[Next Page](#)

Scottish Government	
Leader	Alex Salmond MP MSP The First Minister for Scotland
Structure	Cabinet Government: First Minister leads the Cabinet and selects 5 Cabinet Secretaries, each representing one portfolio such as Finance and Sustainable Growth
Budget	£31 billion
Location	St Andrews House, Edinburgh
Political Party	Scottish National Party (Minority Administration)
Longest River	10 Scottish Ministers each reporting to a Cabinet Secretary, 2 Law Officers (non-political)
Devolved Powers	Health, Education and Training, Local Government, Social Work, Housing, Planning, Tourism, Economic Development, Law and Home Affairs, Police and Fire, The Environment, Nature and Built Heritage, Agriculture, Forestry and Fisheries, Sport and The Arts, Statistics, Transport

To view UK central and devolved administrations on a map click [here](#)

Scotland Fact File

[Back](#)

UK Government and Devolved Administrations

