

Re: Dr in Training Workforce Challenges in Scotland & NHS Lothian

Dear colleagues,

I hope this note finds you well & anticipating a break over the summer.

I wanted to update you all with information related to challenges with the Dr in training workforce in general, including the process of recruitment and filling of posts in NHS Lothian.

As you may know there have been many challenges to national recruitment due to COVID and subsequent delays to offers and acceptances across the specialities. As example, Lothian will host 171 new foundation doctors from August this year. To date we do not have names for 25% of those posts; these are normally filtered through from the Oriel recruitment system through the NES TURAS platform to our clinical services. I am hopeful that all these posts are filled, but to date those names are not available. In addition, we have had several unexpected gaps in our hospital based GPST programme, and in the IMT (internal medicine) training programmes which have been communicated to us extremely late due to delays in national recruitment and in processing of those data.

The consequence of all of this being our anticipated standard of rotas being issued six weeks in advance of start date may well be compromised. While I understand this can be challenging for all, I wanted you to know that we are doing everything in our power to produce those rotas as quickly as possible. Your forbearance is greatly appreciated.

We plan to share this message as widely as possible through all our channels, but of course for several doctors coming into Lothian for the first time we know neither their name nor email address. **Can I ask you therefore to share this message with your colleagues**; should you have received it from a fellow doctor and not directly to your email that would indicate that we currently are unaware of you arriving with us and would ask you contact my team (MED) at this email Med.Induction@nhslothian.scot.nhs.uk directly and we will update our database and ensure that you are expected at induction and in your clinical team.

As always, we want your training posts in NHS Lothian to be inspiring, supported and fulfilling and will do all we can as the MED team along with your clinical service teams to ensure that is the case.

All very best wishes,

Simon