

Outline 2020 Workforce Vision - Consultation Feedback Proforma

Name & Organisation: Royal College of Physicians of Edinburgh

We would be grateful if you could complete your response on the attached proforma, and return this to Darren Paterson, 2020 Workforce Vision Team, Scottish Government (Darren.Paterson@scotland.gsi.gov.uk) by Friday 12th April 2013.

In feeding back on the outline 2020 Workforce Vision, please consider:

- Whether there is anything really important which is missing, giving particular consideration to the need for a 2020 Workforce Vision to deliver against the wider challenges and ambitions facing the provision of healthcare services within Scotland;
- Whether we have identified the right core values to enable the necessary supporting culture; and
- Whether it is written in a way that is easy to understand.

Introduction

The vision may resonate better with current staff if rota gaps, recruitment difficulties and reliance on locums were acknowledged and a commitment made to reducing them. For many medical specialties recruitment and retention problems (at trainee and consultant level) are adding to their problems and emphasising the importance of making Scotland an attractive place to train and work. There is a global market for clinical staff and we forget this at our peril.

Vision and Values

- The vision is appropriately aspirational but it is difficult to assess the gap to be bridged by 2020 without a clear picture of where we stand now.
- 7 years may be extremely ambitious to develop and deliver the workforce required to support the required new services and maintain patients in their homes/homely settings, avoid hospital admissions and expedite discharge after hospital care. The development of 18/7 and 24/7 services will take time and investment, as will the delivery of hospital at home type support and improved out of hours community provision. It would be helpful to have some reassurance that the planning in these areas is developing appropriately and that delivery of the vision is therefore realistic
- Values that appear to be missing from the core list are individuality, safety, respect for colleagues and evidence based practice.

Making Our Vision Real

- See above
- Recognising the need for time – to train to deliver competences and encourage improved behaviour/attitudes and time with patients to deliver benefit. The document makes no mention of investment in people, training time or facilities. Set against the rather open ended aspirations within the vision this could trigger significant cynicism among the current workforce struggling to deliver the best care possible under difficult circumstances.

General Feedback

- The College made several recommendations regarding medical workforce planning in September 2012 and has seen very limited action as a result. These include:
 - Increased trainee places in Core Medicine Training
 - Detailed review of STR and Consultant Numbers
 - Phasing careers to protect “Generalism”

This does not add to confidence that this vision, laudible as it is, is realistic at a time of significant economic pressures and with the political activity around the independence referendum. Other clinical groups will have similar concerns and pressures.

Full details of the College’s submission to the Scottish Government consultation on reshaping the Scottish Medical Workforce can be found here

<http://www.rcpe.ac.uk/policy/2012/reshaping-the-medical-workforce-in-scotland-response.pdf>

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