

**#SCOTLAND
ISNOW**



**GP CAREERS
IN SCOTLAND**
GETTING IT RIGHT FOR YOU
NOW AND IN THE FUTURE

Scotland is a small nation built on dynamism and creativity. Our warmth and generosity is renowned across the planet. We're a welcoming place, where people from all over the world can choose to make their home. A place where communities care and look out for each other.

NHS Scotland is a collaborative organisation. This means we work together across primary, secondary and social care to support each other and get things right for our patients.

Our values are:

- + Care and compassion
- + Dignity and respect
- + Openness, honesty and responsibility
- + Quality and teamwork

In April 2018 we introduced a new GP contract which is helping us transform primary care. We're passionate about continuous quality improvement and are looking for people like you to help us develop new ways of working, to deliver compassionate, integrated quality care to our communities.

Within primary care we have strong, supportive nationwide networks that allow us to work collaboratively. It also allows us to recruit for each other and find the job that best suits you. There are a wide diversity of opportunities across all Scotland and this brochure is designed to give you a flavour of what we have to offer. Our website www.gpjobs.scot brings together the current vacancies across all of Scotland. SRMC will help you find the right job and put you in touch with a clinician to discuss your aspirations and needs.



NHS Scotland recognises that our staff are our greatest asset. As a GP in Scotland, you'll be an integral and much valued part of your community.

WE WANT TO GET IT RIGHT FOR YOU



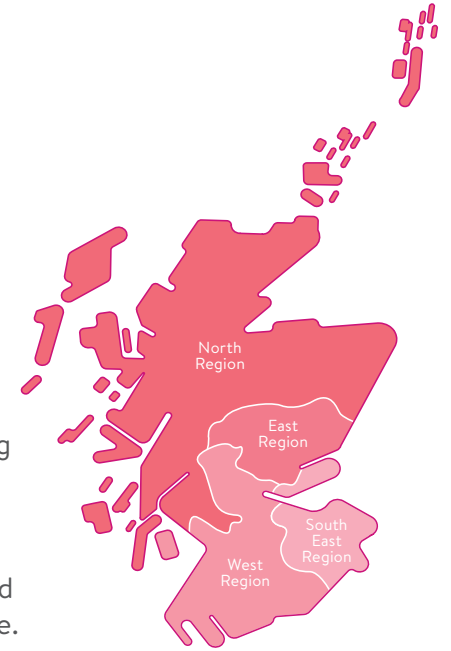
#SCOTLANDISNOW

BUILD A CAREER HERE

General Practice Speciality Training

We have a diverse and exciting range of programmes throughout Scotland's four Deanery regions.

Each programme is packed with educational opportunities, within both the community and hospital environments. They're designed to support you through the steep learning curve at the start of general practice training, then help you hone your skills to become an independent GP: an Expert Medical Generalist, equipped to deliver a wide range of complex care.



Different Regions, Different Challenges

The Scottish Deanery has four regions, each with a character of its own. Within these regions there are opportunities to work in remote and rural practices, bustling city centres, affluent areas and in practices with deprived populations where you can make a real difference to people who need it most.

A variety of hospital placements are also available. You can choose to train in large urban tertiary hospitals, district hospitals or small rural general hospitals, each providing a wealth of clinical experience that will prepare you for a career in primary care.

Bursaries are available for applicants who want to complete GPST training in some rural locations.

Innovative Models Need Innovative People

In Scotland, we are constantly innovating to improve how we look after people, with multidisciplinary teams in our surgeries working together to care for our communities. Here, you'll always find new challenges and opportunities to make things better.

Learning That Suits You

Wherever you decide to make your home in Scotland, we have ways to learn that suit you. You can take part in remote and face to face learning in short courses, day and half day sessions, video conferencing, Webex and e-Learning. We are working hard to find the right balance between technology and face-to-face contact to support your progress.

Help Along The Way

We have dedicated teams of Training Programme Directors and Associate Advisers, with responsibility to provide training, education and support for trainees, and to constantly monitor the quality of our training programmes. We also have a highly committed group of GP Trainers who provide supervision and support throughout your learning. We also have enthusiastic and skilled administrative staff throughout Scotland to support you.

WE GET RESULTS

Scotland offers a wide range of choices and we rate highly in MRCGP examination results. Our trainees gave us good ratings in the recent General Medical Council trainee survey.

People who choose to train in Scotland tend to stay and become important and trusted members of our communities.

To explore more of what we have to offer, go to www.gpjobs.scot



Dr Hall

“Scotland allows me to focus on putting my patients first. The health system is designed with patients in mind and focuses on improving the health of the population.”



GP FELLOWSHIPS

NHS Scotland offers a wide variety of GP Fellowships that enable a personalised approach to career development for GPs in the earlier stages of their working lives. Fellowship posts come with protected educational time and study budgets.

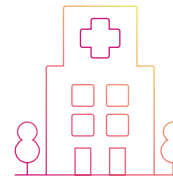
IMPORTANT WORK IN BEAUTIFUL PLACES

Rural Fellowships in General Practice

The Rural Fellowships give you an opportunity to develop the generalist skills required to work in some of the most beautiful areas of our country. There are two types of Rural Fellowships – ‘Standard’ and ‘Acute Care’.



If you decide on a **Standard GP Rural Fellowship** you'll choose a 'Base Practice' where you'll be inducted into the local healthcare system and supported throughout the year. You'll also have the opportunity to work in other remote and rural practices. The year gives you the opportunity to develop your skills and confidence to provide the broader range of services required to work in this kind of area.



The **GP Acute Care Rural Fellowship** is designed to equip fellows with the skills to provide acute hospital-based care in our Rural General and Community Hospitals. You'll work in both a hospital and a 'Base Practice'. As a hospital-based rural fellow, the frequent exposure to acute situations and managing the first few hours of acute illness in a supportive environment allows for hands-on involvement and responsibility. Working here, you'll develop the skills and confidence that will allow you to manage rapidly evolving cases.

The fellowship year includes 13 weeks of protected study time and a generous financial allowance to support a flexible, individually tailored development programme based on your specific learning needs.



One Year



13 Weeks
Protected Study Time

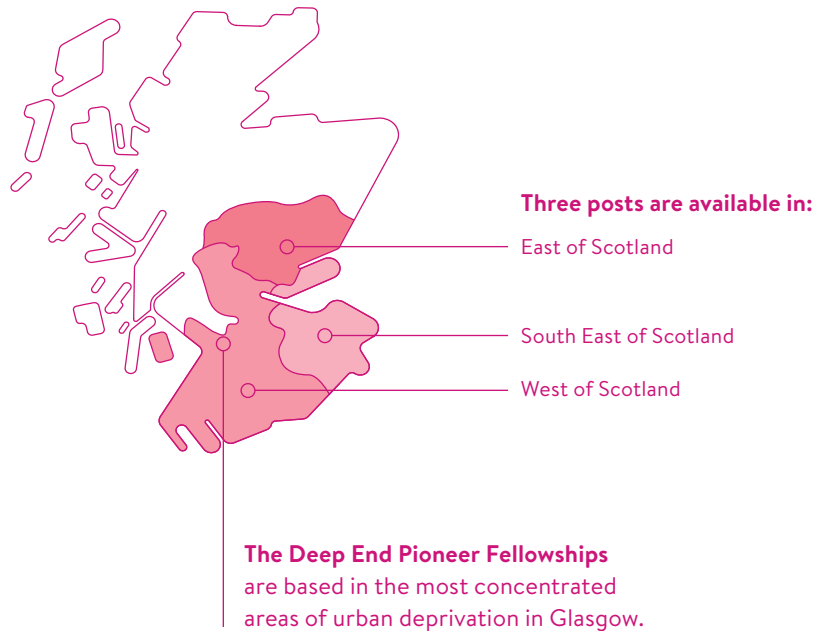


Generous
Financial Backing

HELPING WHERE IT'S NEEDED MOST

Health Inequality Fellowships in General Practice

Health Inequality Fellowships let you experience the opportunities and challenges of working in deprived areas. These fellowships include protected time to undertake additional training, education and/or a research project that's relevant to your needs and those of the patients you care for.



LEADERSHIP AND INNOVATION

1

The **Community GP Fellowship** encourages innovation between primary and secondary care to support patients with complex needs closer to home.

2

The **Out of Hours (OOH) Development Fellowship** gives a weekly time allocation to support leadership and development in areas of individual interest, whilst also consolidating your learning by working in both in-hours General Practice and in the local OOH service. There is the opportunity for teaching medical students and developing your skills in creating educational resources. OOH Development Fellows from across Scotland are also encouraged to get together to share learning, experiences and to develop networks.

3

The **Scottish Clinical Leadership Fellowship** is run by NHS Education for Scotland, with candidates hosted in different health care organisations such as Health Improvement Scotland, Medical Colleges, the civil service and Health Boards. Fellows learn about health care design, transformation and delivery. It provides the opportunity to develop your own leadership style, whilst working alongside Scotland's current experienced leaders.



GENERAL PRACTICE EDUCATION

Medical Education Fellowships in General Practice

The Medical Education Fellowships are designed for doctors who've recently completed their General Practice Specialty Training and have an interest in medical education. The part-time nature of the posts allows candidates time to continue to develop generalist skills while undertaking a tailored programme of exposure and training.

This involves being attached to a regional Postgraduate GP unit, with opportunities to get involved with teaching, educational developments, quality assurance initiatives, evaluation and research.

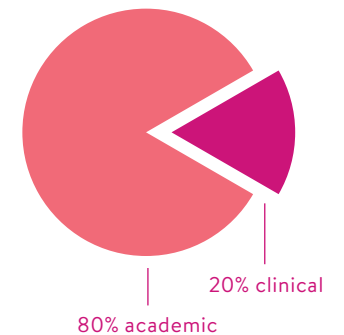
At the end of each fellowship, individuals are encouraged to start a postgraduate qualification relevant to further medical education.

There are four 0.5 WTE posts available in the East of Scotland, South East of Scotland, West of Scotland and North of Scotland.

Clinical Academic Fellowship

This is a fixed term Academic Fellowship available in various Scottish universities. The post is a joint development between NHS Education for Scotland (NES) and Universities in Scotland.

The post may be full or part-time and lasts for one year, comprising 80% academic work in a University Department and 20% clinical work in a suitable practice.



DEVELOPING AN AREA OF SPECIAL INTEREST

We have a number of 1 and 2 year Career Start Programmes across Scotland aimed particularly at recently qualified GPs. The programmes allow the consolidation of GP skills and confidence, whilst also developing a specialist interest in a supportive environment. Typically GPs undertake 6 sessions in General Practice and 2 in their area of specialism, often within secondary care with additional educational time generally allocated.

We can also tailor a training programme for experienced GPs wishing to develop an area of specialist interest. There is a wide range of potential special interests, including;

Pain Management

Prisoner Healthcare

Appraisal and Health Board Clinical Leadership

Undergraduate and Postgraduate Education

Forensics

Palliative Care

Psychiatry of Old Age

Working with organisations such as the RNLI and Occupational Health companies

Cardiology

Medicine for the Elderly

Dermatology

Sexual Health

Musculoskeletal Care

Acute Medicine

Emergency Care

Diabetes

Rheumatology

Respiratory

Cancer Care

SUPPORT FROM THE START

Newly qualified GPs

We recognise the value of supporting GPs early in their career, particularly in the first 5 years after qualification when the pressure can be keenly felt. As well as offering the chance to develop portfolio careers through fellowships, newly qualified GPs in Scotland also benefit from paid membership to Practice Based Small Group Learning to support peer networking and education.

There is a yearly national First 5 conference, and regular free CPD connect events, with First 5 leads in each area of Scotland.

When you work in Scotland we aim to support and nurture you from the beginning to the end of your career.



Dr Hutchison

“My varied training experience in Scotland was well supported and provided a wealth of knowledge relevant to general practice in friendly district general and psychiatric hospitals, a hospice setting and urban and semi-rural practices.”



CAREERS WITH A DIFFERENCE

Scotland offers a number of different opportunities for working in General Practice, both in the type of work you undertake and through a number of flexible ways of working, designed to allow you to develop a portfolio career or manage personal commitments.

Rural GP

Rural General Practice offers opportunities for GPs to work in significantly different ways. Rural practices tend to be smaller, offering a wider range of services the greater the distance from urban centres. Having time to deliver more personalised and holistic care results in a sense of deep satisfaction. The collaborative nature of NHS Scotland encourages secondary care specialists to support rural GPs delivering these extended services, often via video conferencing. The Remote and Rural Healthcare Education Alliance (RRHEAL), part of NES, develops and delivers training specific for our rural multidisciplinary teams.



Many rural GPs support local Community Hospitals, providing inpatient care and minor injuries. Alongside other health professionals they often provide emergency and pre-hospital emergency care in the community for trauma and critically unwell patients, prior to secondary care transfer. BASICS Scotland provides both e-learning and locally delivered training using the national Mobile Skills Unit, with scenarios reflective of remote environments. The national emergency retrieval service provides 24/7 consultant advice to rural practitioners caring for sick patients, whether retrieval is needed or not.

In more remote areas, GPs trained as Hospital Rural Practitioners provide emergency care and extended inpatient services with remote consultant support. Some rural GPs continue to provide their own OOH cover and take great pride in the holistic, 24/7 service they're able to deliver.

Supporting Communities in Areas of Deprivation

Scotland still has one of the lowest life expectancies in Western Europe and working in an area of high socio-economic deprivation offers particular challenges. The “Deep End Group”, which comprises the 100 General Practices serving the most socio-economically deprived populations was established in 2009. This group of dedicated clinicians has produced a wealth of learning and evidence around the crucial role of General Practice in tackling health inequalities. Although the work is intense and often complex, it’s hugely rewarding. Deep End GPs can make a real difference to people’s lives through community engagement, health promotion, holistic care approaches and acting as advocates for communities that struggle to find a voice. The sense of professional identity and collegiality is high. Collaborative working with social care and the third sector is nurtured and highly valued. Continuity of care and the ability to coordinate care across multiple, complex systems and chaotic lives is critical.

Out of Hours Services

In Scotland all Out of Hours (OOH) services are run by local NHS Boards. OOH work is an ideal opportunity to focus on urgent patient care. All GPs in Scotland undertake OOH work during their training. The OOH services employ a wide range of nurses and other healthcare professionals, ensuring an excellent training environment for the entire team. OOH is a fascinating career option or can be an excellent adjunct to daytime work, with both salaried and ad hoc positions available throughout Scotland. The GP OOH Development Fellowship offers a mixture of OOH and daytime work, with a generous time allocation for leadership, teaching and quality improvement built into the week. There is an active and vibrant National OOHs Group which meets monthly to discuss all OOHs issues as well as an annual conference to share learning and experiences from across Scotland and beyond.



Dr Macartney

“I’ve been a GP for over 20 years now. I work in a great community where people look out for their neighbours and look after each other. My work provides a broad variety of challenges and I have colleagues who are supportive and fun to work with.”



KEEP DEVELOPING IN SCOTLAND

Supporting Continuous Improvement throughout your Career as a GP

For GPs working in Scotland, an inquisitive approach to education and quality improvement is encouraged. **NHS Education Scotland (NES)**, our education and training organisation, is deeply integrated into the fabric of Scottish health care.

Scotland is a leading force in the methodology of Quality Improvement and Service Co-Design, and we’re constantly looking for new ways to improve outcomes and healthcare experiences for patients and care providers.

We have tailored education programmes (many which are funded) in **patient safety**, **quality improvement** and **medical leadership**. All GP practices are funded and encouraged to undertake quality improvement activity through local GP Clusters and make a real difference in their local healthcare system.

Tailored education programmes in:

Patient Safety



Quality Improvement



Medical Leadership



BEING A GP WHILE MEETING PERSONAL COMMITMENTS OR LIVING YOUR DREAMS

We recognise that, as we go through life, our personal commitments and interests change. But, what hopefully does not change is our commitment to delivering compassionate, patient-focused care.

You might want to travel or work abroad, commit to a project in a developing country or undertake an expedition. You may want to undertake research or develop another aspect of your career. Perhaps you have caring commitments with a young family or ageing parents. You may have taken a career break or worked abroad and now's the time to come back. Perhaps you want to retire from full-time practice but would like to utilise your experience in something fresh and exciting but with the space to write, paint, develop your garden, spend time with grandchildren or just read a book.



Dr Leckie

“Cutting down to half time 3 years ago, so-called ‘24hr retirement’ was a breath of fresh air to me. I was still involved in the practice management and still felt the benefit of patient contact, but I was much more relaxed. It reinforced my love for my job.”



We're developing a suite of schemes to provide the flexibility to allow you to deliver quality patient care in a supportive environment. Some schemes are long-established, others are new and still developing. We're transforming primary care for the benefit of our patients and to do this it's essential that we're also **Getting it Right for You.**

Rediscover the Joy of General Practice

Rediscover the Joy of General Practice is a scheme that works to develop innovative ways to deliver excellence in General Practice by providing flexible working opportunities to support practices across Scotland provide high quality, patient-centred care. You will usually be employed in practices for blocks of 1-4 weeks, allowing you to maintain your home, but travel to work for blocks of time. Accommodation and travel within Scotland are paid for. You can attach yourself to just one practice or choose to work in different practices across Scotland. You'll be part of a team that regularly meets by video conference, to share experience, learn and support each other. Whilst a social media messaging group provides instant access to the team to ask questions and get support.

If you're working in remote rural practices that provide pre-hospital emergency care, you'll receive BASICS Scotland training and have access to real-time consultant support from Scotland's Emergency Medical Retrieval Service.

We ask you to contribute to all aspects of clinical, quality improvement and administrative tasks to provide exemplary patient care and support to the practice teams. This scheme might particularly appeal to established GPs looking for a refreshing challenge or as part of a wider portfolio career.

To learn more, go to <https://www.srmc.scot.nhs.uk/joy-project/> and register your interest.

Is it Time to Come Home? Everyone is Welcome in Scotland

This project is about helping GPs working abroad to navigate immigration and the professional regulations needed to ensure that you can work safely and with confidence in Scotland. We'll support you through the process and help you find the right job and the right place for you and your family to live. If you trained abroad we'll introduce you to working in the NHS through the salaried Enhanced Induction scheme. Scotland welcomes diversity and we want everyone to feel at home here.



We recognise that a number of our graduates moved abroad, but might now be thinking it's time to come home. We're here to support you and welcome you back.

COMING BACK TO WORK AFTER A BREAK

GP Returners Scheme

The **Scotland GP Returner Programme** is for GPs who've been out of clinical General Practice for more than two years and wish to come back. This might include GPs returning from a career break or from working outside the UK. This salaried scheme provides a straightforward route for a safe return to General Practice, with a practice-based supervisor and a tailored programme built around your needs.

THE JOB YOU LOVE WITH LESS OF THE PRESSURES

Staying in Practice Scheme

If you're thinking of leaving your career, the **GP Stay in Practice Scheme** can remove some of the stresses of the job and give you breathing space to reconsider your decision.

The programme allows mid-career GPs and those nearing retirement the opportunity to reduce workload and administration tasks, while providing clinical care in an educationally supportive practice.

The GP Retainer Scheme in Scotland

The **Doctor's Retainer Scheme in Scotland** is designed to encourage doctors who can't commit to a substantive appointment in general practice. The intention is to maintain and develop your skills, enabling you to return to a permanent post when your circumstances permit.

CONTACT US

IF YOU THINK SCOTLAND IS NOW FOR YOUR MEDICAL CAREER

With a range of career paths available, we can help you find the job that best suits you. Scotland values your skills and experience and wants to support you in your continuing career.

For more information visit www.gpjobs.scot
or email PrimaryCareWorkforce@gov.scot

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