

# Royal College of College of Psychiatrists in Scotland: Medical Training (Prioritisation) Bill views

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## About the Royal College of Psychiatrists in Scotland

As the professional medical body for psychiatry in Scotland, we set standards and promote excellence in psychiatry and mental healthcare. We lead, represent and support psychiatrists nationally to Government and other agencies, aiming to improve the outcomes of people with mental illness, and the mental health of individuals, their families, and communities.

We are a devolved nation and council of the Royal College of Psychiatrists. We have over 1,500 Members, Fellows, Affiliates and Pre-Membership Residents in Scotland.

## College position on the Bill

The RCPsych in Scotland **supports the aims of the Medical Training (Prioritisation) Bill**, recognising its intent to stabilise the UK-wide medical training pipeline at a time of significant pressure. We welcome measures that prioritise UK graduates for training places, helping ensure that domestically-trained doctors can progress into specialty training and, ultimately, into consultant roles. At the same time, we continue to welcome and value our International Medical Graduate colleagues and wish to reassure them that those currently in posts are secure.

However, Scotland faces **acute psychiatric workforce challenges** that require additional action beyond the Bill. These include:

- Severe and long-standing shortages at consultant level, resulting from failure to retain senior colleagues rather than because of any failure of recruitment.
- High reliance on locum psychiatrists, including locums appointed into consultant roles despite not being on the specialist register or holding the necessary qualifications for the role of a consultant.
- Persistent training bottlenecks at both core and higher psychiatry training levels
- Rising clinical demand and widening mental health inequalities
- A failure to meet mental health spending commitments

The Bill may help stabilise entry to training, but alongside this, **Scotland requires urgent, system-wide investment and reforms** to resolve deepening workforce gaps.

The College recommends that **the requirement for NHS service within the Medical Training (Prioritisation) Bill be set to two years**, aligning with the length of the Foundation Programme and ensuring that applicants have sufficient clinical experience before accessing priority training routes.

**We urge the Scottish Parliament to give consent to this legislation.**

## Key messages

- Medical graduates face fierce competition when applying to train in psychiatry in Scotland and around the UK, and this is leading to bottlenecks which leave many of them without a secure pathway into training. Expansion of training posts is necessary to meet clinical need but relies on retention of qualified consultant staff to provide the

training. Overall, there is an urgent need to invest in expanding psychiatrist numbers in Scotland at all grades to meet clinical need.

- **We would welcome a process that secures training posts for UK medical students and UK foundation residents.**
- International Medical Graduates (IMGs) already working in the NHS are a valued and integral part of the health system. They make up 40% of the psychiatric workforce. Like all of those working in the NHS, they must feel welcome and be supported to develop in their careers. In Scotland, where 1 in 4 consultant posts are vacant, we cannot afford to lose this vital part of our workforce.
- **These measures must form part of a wider programme of reform to grow and support the NHS workforce.** This is essential if we are to adequately address the current workforce crisis. Alongside the measures we need to see:
  - Comprehensive action to address bottlenecks and deliver more postgraduate training places.
  - Ring fenced funding for education and training.
  - Measures to retain psychiatrists, particularly UK-trained psychiatrists, as they are often in high demand in other countries as well. UK training in Psychiatry is internationally admired.

### **Overview of the current state of play in Scotland**

Scotland is facing a severe and escalating psychiatric workforce crisis, with consultant vacancy rates as high as 46% in some areas of the country.

Scotland has lost 22% of its permanent adult psychiatric workforce over the past decade, whilst clinical demand has doubled, and around 1 in 4 consultant psychiatry posts are now vacant or filled by locums. This greatly compromises service continuity, patient safety, and training capacity.

- **Training bottlenecks in Scotland are acute and contribute directly to workforce loss.**

Psychiatry trainees report major barriers entering both core and higher training. Over 83% say the lack of higher training posts affects morale, and 27% would consider leaving Scotland if unable to secure a higher training place in their region.

- **The Medical Training (Prioritisation) Bill offers an opportunity to stabilise progression for Scottish trainees - but only if Scotland's training capacity increases.**

Prioritising UK graduates will help to ensure that Scottish medical graduates can access the Foundation Programme and specialty training, reducing the risk of losing doctors from Scotland altogether. This is essential given growing oversubscription to UK wide recruitment rounds.

- **Need for mental health services in Scotland continues to outgrow the psychiatric workforce capacity.**

The number of people reporting a mental health condition has more than doubled since 2011, rising from 4.4% to 11.3%, with the largest increase seen among young adults. Current workforce levels cannot keep pace with rising need.

- **The Scottish Government has not met its commitment to invest 10% of NHS frontline spending in mental health, widening the resource gap.**

In 2022/23, NHS frontline investment into mental health fell to 8.53% - representing a £238.5m shortfall. This underinvestment impacts training environments, consultant retention and the sustainability of services.

- **The Bill must form part of a wider programme of reform in Scotland, including expansion of training posts, improved retention, and investment in the permanent workforce.**

Without action to address systemic issues - including job plan reform, rural recruitment challenges, CESR support, digital infrastructure, and consultant attrition - prioritisation alone will not resolve Scotland's workforce crisis.

- **Maintaining a stable four nation recruitment model is crucial for Scotland. Understanding of, and respect for, devolved responsibilities and Scottish workforce needs is essential.**

### **Scotland's psychiatric workforce crisis**

The RCPsychiS has already undertaken extensive work to identify, understand and provide recommendations to support a sustainable workforce in our [State of the Nation report](#) – published in October 2023.

We would also like to highlight the more recent work of the Psychiatry Recruitment and Retention Working Group and the [final report published in June 2025](#), which sets out a series of recommendations that aims to support a sustainable psychiatric workforce in NHS Scotland. Although, through this group, many solutions and recommendations have already been worked through and supported by stakeholders, sufficient funding at both Scottish Government and at Health Board level will be critical to their implementation.

### **Further recommendations**

- **Set out forecasts for growing specialities, including psychiatry in the short, medium and longer term.** We need to see comprehensive and transparent modelling of postgraduate medical specialty places, including in the range of psychiatry specialties.
- Ensure the **integration of psychiatry with the wider health and care system**, for example, integration of neuropsychiatry in neurology services.
- Address bottlenecks in medical training pathways.
- Ensure local medical schools and postgraduate schools are supported to create medical school placements in psychiatry and that there are enough trainers for the planned increase of medical students and resident doctors.

### **Investment in recruitment and training**

The Psychiatric and the wider mental health workforce is critical to the success of the NHS reforms and the spreading of good practice. Yet **growth of the consultant psychiatric workforce still falls short.**

*Comprehensive action to address bottlenecks and deliver more postgraduate training places*

To solve this problem, we need to see:

- **A continued expansion of core psychiatry training places.** Alongside this expansion, capacity must be increased at ST4 level (higher specialist training) to ensure those progressing through the training pipeline can access ongoing training on the road to consultant psychiatry posts.
- **A clear pathway developed for UK graduates to progress to Consultant or SAS doctor level.** The Medical Training Review offers a promising pathway to ensure we train enough doctors to meet the needs of the population. It's particularly important for specialties like psychiatry, where training bottlenecks have been a persistent issue. We welcome the emphasis on flexible training and inclusive team structures. These priorities must be matched by formal recognition and incentivisation of educator development. Supporting staff throughout their training journey is essential to building a more resilient NHS.
- **Indeed, more flexibility system-wide alongside protected time for training and supervision in consultant, specialty doctor and specialist job plans** to improve resident doctors' experience of training and ensure the right people are being trained in the right areas to meet the needs and expectations of patients.
- **Mapping local population needs to local medical workforce planning.**

The College is actively working in this area and would be happy to discuss our ongoing initiatives and learning further.

#### **Ring-fenced funding for education and training**

Local medical schools and postgraduate training providers need adequate support to expand psychiatry placements and ensure sufficient trainers for the planned growth in medical student and resident numbers. Our members report that limited capacity is already compromising the quality of undergraduate and postgraduate training, with difficulties placing students in appropriate clinical settings and reduced access to key recruitment areas such as Child and Adolescent Psychiatry, as well as essential non-CCT specialties including eating disorders, perinatal psychiatry and addictions. Teaching time is increasingly squeezed by rising clinical pressures and poor infrastructure, with limited space, IT access and opportunities for in person supervision, challenges that mirror those seen across foundation and postgraduate training.

To address these problems, we recommend ring-fenced funding for the following solutions:

- An increase in paid administrators within medical schools, postgraduate medical education departments as well as supporting educational and supervision time for undergraduate and postgraduate leads.
- SAS doctors having support to become educators.
- An increase in patient educator education - which requires comprehensive organisation and supporting structure.
- Investment in simulation to compensate for reduced clinical placements at undergraduate and postgraduate levels.
- Consultants and SAS doctors having protected time in their job plans to deliver training and supervision. Reinstating paid roles to support foundation training and ensuring the funding for Foundation Training reaches the areas of most need.
- An increase in psychiatry placements within Foundation Training given the rising clinical demand.
- An increase in online teaching resources (given online teaching will be inevitable due to the lack of clinical placements).
- More training in leadership for resident doctors and early career consultants.

- Training for trainers in education and support for cross-organisational working.
- Investment in the Mental Health Estate – much of the estate remains unfit for purpose, adversely impacting the wellbeing and productivity of the workforce among other concerns. Sustained investment in the mental health and learning disability estate across inpatient and community settings is therefore integral to aiding recovery, improving patient flow. We're calling on Government to demonstrate its commitment to parity of esteem through the introduction of a Mental Health Infrastructure Plan to support delivery of new mental health estate, improve the therapeutic environment within the existing estate and ensure staff working in community and crisis services can be based in suitable facilities as system expansion proceeds.
- The undergraduate and postgraduate tariffs must also be protected and ringfenced for undergraduate and postgraduate education.
- As well as action at a national level there would need to be regional and local level action – for instance involving Postgraduate Deans, College Deans, Directors of Medical Education and Medical Directors. Local level action would be supported by an accountability framework which clearly sets out who is accountable for workforce in each region.

### **Measures to retain psychiatrists**

There has been insufficient investment in retaining the healthcare workforce, with clear consequences for patient care, and the forthcoming Workforce Plan provides an opportunity to address this.

For years now NHS staff have been struggling with high workloads, growing administrative burdens, poor working environments and worsening work-life balance. Many staff, including those from marginalised groups, have experienced burnout and mental health difficulties, with neurodivergent doctors, trainees and junior doctors particularly affected due to inadequate support.

As experts in the field, we set out solutions below, which must be embedded as core elements of the Workforce Plan to be effective:

- **Comprehensive, accessible mental health and wellbeing support for NHS staff is essential**, alongside proactive action to encourage early help seeking and tackle stigma associated with mental health diagnoses
- Ring-fenced investment that will ensure staff (a) receive administrative support, (b) can access working technology (including digital support to manage caseloads and to support clinical prioritisation) and (c) have adequate space to carry out daily duties (including confidential consultations).

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## **APPENDIX**

### **The role and value of consultant psychiatrists**

Consultant psychiatrists are central to the delivery of safe, effective, and compassionate mental healthcare. Our members' roles are multifaceted, encompassing direct clinical care, teaching and training, research, leadership, governance, advocacy, and statutory responsibilities. Our members are not only practitioners of medicine - they are person-centred experts in the holistic bio- psycho- social model, who respond to the complexity and unpredictability inherent in mental health care.

At the heart of our members' work is the ability to manage clinical uncertainty, make nuanced decisions, adapt to fast-paced change, and to maintain therapeutic relationships in the face of rising pressures. However, our members also play a critical role in team leadership, governance, and service design and development. Their expertise is built over at least 9 years of full-time training and experience. This enables them to navigate the ethical, legal, and clinical dimensions of their role with confidence and accountability.

Essential to the success of the role of a consultant psychiatrist is the doctor-patient relationship, the continuity of care in this therapeutic relationship, and the ability of our members to advocate for their patients.

To better understand their contribution, the main elements of the role of our members can be grouped into four key themes:

#### **1. Direct clinical care**

Our members are medically trained doctors who specialise in treating mental illness, as well as the intersection between mental and physical illness. Our members take responsibility for the assessment, diagnosis, and ongoing treatment of patients, often those with the most complex needs in society. They are required to make rapid decisions in uncertain and often high-risk situations, drawing on a breadth of clinical knowledge and experience. Their work goes beyond simply following protocols - they apply expert judgement and employ a biopsychosocial model to tailor treatment and care to the individual. This person-centred, holistic approach is essential in psychiatry, where each patient's context and presentation - as well as their needs and response to treatment – may vary widely.

#### **2. Providing clinical leadership**

Consultants provide leadership not only within their own clinical teams but across wider service structures. They guide multidisciplinary teams, ensuring that care is coordinated and effective. Their leadership is critical in shaping service delivery, mentoring junior colleagues, making budgetary decisions and ensuring that funding allocation is the most effective, and fostering a culture of clinical excellence. They also play a key role in teaching and training, supporting the development of future clinicians and other professionals. Psychiatrists, as senior doctors with extensive expertise in mental health, are central to workforce reform. Our members' clinical insight and experience on the ground are essential to ensure services are safe, effective, and targeted to the areas of greatest need.

#### **3. Upholding standards and clinical governance**

Senior clinicians are responsible for maintaining and improving clinical standards. They drive service development, contribute to policy and decision-making, and ensure that clinical priorities are communicated effectively to management and governance structures. Their role in governance includes overseeing quality improvement, risk management, and ethical practice. They also act as advocates for patients, ensuring that care remains compassionate and equitable.

#### **4. Statutory and legal responsibilities**

In psychiatry, consultants hold unique statutory roles. Our members have legal responsibilities under, for example, the Mental Health Act and the Adults with Incapacity Act. These roles require specialist training and experience. The statutory dimension of our members' work underscores the irreplaceable nature of their expertise and the trust placed in them by society.

#### **Current challenges for our Scottish workforce**

Mental health is consistently a majorly under-resourced area of the frontline NHS spend, despite an exponential rise in demand for mental health services. Mental health services in Scotland are under unprecedented pressure, with demand vastly surpassing resourcing.

The 2022 Scottish Census found that the number of people reporting a mental health condition in Scotland has more than doubled since 2011, rising from 4.4% to 11.3% of the population. This upsurge was the largest increase across all health condition types in the Census. Young people are particularly affected, with reports of mental health conditions among respondents aged 16-24 increasing sixfold between 2011 and 2022. It is therefore vital that this is prioritised.

Scotland is facing a psychiatric workforce crisis. The workforce is not growing sufficiently to keep pace with the well-documented rising scale of demand for services. As such, our workforce is overwhelmed and stretched to its absolute limit. Clinicians are increasingly finding themselves having to work in untenable conditions. As a result of this, we are experiencing a critical loss of our permanent psychiatric workforce, jeopardising the ability of our services to provide safe care and treatment to patients and resulting in increased waiting times.

There is a major shortfall in psychiatrists able to fill roles in Scotland, and vacancy rates for consultant psychiatry roles are as high as 46% in some parts of the country. These workforce gaps have led to the widespread recruitment of locum psychiatrists as a temporary solution. An average of 1 in 4 consultant psychiatry positions are estimated to be vacant or filled by a locum across Scotland. Between September 2014 and September 2024, we lost a staggering 22% of our permanent psychiatric workforce.

Major systems changes are required in order to rebuild our permanent workforce and ensure that there are enough qualified substantive consultant psychiatrists in Scotland to provide the high-quality, timely mental health care which our society requires and deserves.

The psychiatric workforce finds itself in an increasingly difficult situation. With a dwindling number of substantive consultant psychiatrists, locum psychiatrists have been recruited to temporarily fill posts. Before we consider the issues with the appointment of locums, it is important to emphasise that the issues with widespread hiring of locum psychiatrists

are a by-product of the longstanding workforce issues in psychiatry and the wider NHS, but are not the original root of the issue. The major workforce gaps that have led to the widespread hiring of locums is reflective of the need for drastic action to create attractive, sustainable substantive roles – but is not the issue in itself.

Some of the major issues arising from the growing dependence on locum psychiatrists to cover gaps in the substantive workforce include:

### **1. Quality assurance and patient safety**

Loopholes in hiring legislation have allowed for the appointment of Consultant Psychiatrists who do not hold the appropriate qualifications for the role. In 2023, it was estimated that approximately 50 locum consultant posts across Scotland were held by individuals not on the Specialist Register and sometimes without MRCPsych (although this anomaly is not captured in official data collection). This has major implications for patient safety and quality of care.

The appointment of non-qualified locums with the title of 'Consultant Psychiatrist' also presents issues around transparency and confidence in the health service: people have the right to know that the individual they are being treated by has the necessary qualifications and training to undertake that role, and this is currently not clear in all circumstances.

The appointment of often short-term temporary locum doctors also holds implications for the continuity of patient care - individuals are not always seen by the same regular consultant at each appointment. Continuity of care is essential in psychiatry: continuity strengthens therapeutic relationships, and this is associated with improved quality of care and patient outcomes.

In addition to providing high quality direct clinical care, consultant psychiatrists also undertake a range of additional responsibilities that are essential to the NHS. These responsibilities can include: training of future psychiatrists, teaching of medical students, leading on adverse event reviews, acting as appraisers, undertaking audit and research, and contributing to quality improvement and service development. Locums are not always required (and in some cases are untrained) to perform these functions - and therefore do not fulfil all of the requirements of the role. This puts more pressure on the remaining substantive postholders to carry out these functions in addition to their other duties.

### **2. Morale and stress of substantive psychiatrists**

Our members continually report high levels of stress/burnout due to patient safety concerns caused by staffing issues. Additionally, our members are experiencing frustration with having to take on extra work and responsibilities (on top of what are often already near unmanageable workloads) whilst frequently being paid less - and having less autonomy around working boundaries - in comparison to their locum colleagues. This is causing major disillusionment within the workforce and is worsening retention issues.

These issues were also highlighted by the General Medical Council national training survey – which shows a trend in rising workloads and burnout, with the risk of burnout at its worst since tracking began.

### **3. Cost**

There is no enforceable fixed cost or cap on the payment of agency contracted locum psychiatrists, which has led to health boards spending excessive amounts to fill these posts. In 2022/23, Scotland's 14 health boards spent nearly £30 million on locum psychiatrists. This is diverting essential resources from the substantive workforce and wider mental health budget. This is especially concerning during a period of unprecedented financial pressures, and in light of the 16% cuts to mental health budgets in the 2024-25 Programme for Government which follows successive cuts in recent years.

The Health and Care (Staffing) (Scotland) Act 2019 set out to remedy this. However, this has not come to pass. Section 12IA of the act: Duty to ensure appropriate staffing, includes suggestion of a cap to the spend on agency workers (including locums): "the amount to be paid to secure the services of that worker during a period should not exceed 150% of the amount that would be paid to a full-time equivalent employee of the Health Board, relevant Special Health Board or the Agency to fill the equivalent post for the same period". However, the real terms impact of this legislation has been limited - since health boards are only legally required to report when this pay cap is breached: there is no legislative mechanism to actually enforce against it.

### Our workforce survey

The RCPsychiS sent out a survey in summer 2024 targeted at locum psychiatrists in Scotland. The main purpose was to gain a better understanding, and be able to demonstrate, the reasons driving people to choose locum over substantive posts.

The findings of our survey make clear the untenable and unsustainable circumstances our substantive workforce is facing, and the reasons why some individuals are choosing locum roles. Some of the key findings to highlight including:

- Nearly all of the qualified individuals we surveyed (that weren't currently in a substantive post) had left a substantive role to assume a locum position (97.5%).
- More than half of the qualified individuals who had previously held substantive roles (and weren't currently substantive) had been in their role for more than 20 years. Nearly a third had been in their roles for more than 30 years. This means that we are losing our highly experienced, qualified substantive staff to locum positions.
- On the other side of this, 13% of individuals left their substantive positions after just 5 years or less. This means that we are losing workforce at both ends of the psychiatry career path.
- Nearly 1 in 5 of the respondents did not hold the appropriate qualifications for the role. Of these unqualified individuals, 75% of those without MRCPsych had held the title of 'consultant' and 50% of those without CCT/CESR had held the title of 'consultant'. This presents major issues with transparency.
- Locum respondents did not carry out all of the responsibilities required of a substantive consultant when working as a locum (only half had carried out supervision, 50% teaching, 39% training).
- People are leaving their roles because of stress, burnout, disillusionment, unsustainable job plans, overwhelming workload, a skewed work: life balance, and patient safety concerns (often stemming from staffing shortages).

- Our retiring and returning workforce are choosing locum posts over substantive roles. Perceived benefits of locum posts include: more flexibility, freedom, control, a better work-life balance, less stress, and increased pay.

The marked increase in the use of locum consultant psychiatrists poses challenges for the NHS in Scotland and we would support measures to move away from a reliance on locums as a priority area for action (via gradual cessation). However, simply removing all locums from a mental healthcare system which is already facing a staffing crisis would only serve to majorly exacerbate issues (likely leading to even greater burnout and loss of substantive consultants). The widespread appointment of non-qualified locum consultant psychiatrists across Scotland also presents issues around patient safety and transparency.

What we require is a dual approach: We must focus on addressing the issues which are creating these workforce gaps in the first place. In combination with this, we should seek to move away from the appointment of locum psychiatrists – supporting those who are already in post to move to substantive roles (which will have been made more attractive, sustainable prospects by addressing said issues).

The RCPsych in Scotland remains committed to engaging with relevant stakeholders in NHS reform and reform of services. We are entirely supportive of the sentiment that major systems improvement is required within the mental health workforce, including a shift away from the reliance on locum psychiatry. However, removing locums without addressing the underlying workforce issues will limit the shared goal of achieving reform.

It is important to emphasise once again that the problems with locum psychiatrists are a by-product of the longstanding workforce issues in psychiatry and the wider NHS, but are not the original root of the issue. The major workforce gaps that have led to the widespread hiring of locums is reflective of need for drastic action to create attractive, sustainable substantive roles – and we therefore must address these issues.

Our State of the Nation report outlined a comprehensive set of recommendations for addressing the current workforce crisis within psychiatry. In addition to the wide ranging recommendations around improving recruitment to psychiatry, we wanted to emphasise key recommendations aimed at improving retention of trained psychiatrists within the substantive consultant workforce:

#### Immediate actions:

- Implement the directive to phase out 9:1 job plans for existing consultants and all new consultant appointments - to be replaced by 7.5:2.5 job plans, to more appropriately recognise the non-clinical responsibilities undertaken by substantive consultants.
- Support greater flexibility in consultant job planning to support retention, especially among consultants at the end of their career.
- Introduce kitemarking of job descriptions as a means of ensuring quality & consistency of newly advertised posts.
- Commitment to sensitive and flexible late career job planning to support retention - including options such as: ceasing 'on-call' in pre-retirement years, flexible and hybrid working, supporting uptake of sabbaticals, and using their experience and breadth of knowledge to focus on aspects of the role beyond clinical work.

- Expand the range of available roles for retiring and returning psychiatrists to include non-clinical activities such as supervision, teaching, training, appraisals and adverse event reviews.

Medium term actions:

- Develop service specification for Adult and Older Adult Mental Health Services to help define role and remit of CMHTs.
- Develop and expand CESR fellowship programmes across boards with input from NES

Gradual cessation of non-qualified locums acting as consultant psychiatrists.

The current practice of non-qualified doctors using the title of (locum) 'consultant' and being appointed to posts that they would not be eligible to undertake substantively has significant implications for transparency, public confidence in the health system and potentially, patient safety. However, we recognise that an abrupt cessation of this practice would have implications for an already overstretched system. We recommend a gradual phasing out of this practice over a three year transition period after which, health boards would require that all Locum Consultant Psychiatrists hold the necessary qualifications to join the GMC specialist register. Non-qualified doctors currently in locum consultant posts will be supported in achieving the necessary qualifications through the CESR pathway.

This solution could be brought about by Government directive without the need for legislation and requires no additional funding. It is likely to improve public confidence, improve morale and retention in the substantive workforce - whilst also ensuring a modest financial saving.

To ensure the best possible patient outcomes, we are calling for a fully funded psychiatric workforce plan to be actioned and progress measured. This plan must 1) Improve timely access, continuity and quality of care by increasing and retaining the permanent psychiatric workforce to meet patient needs. 2) Protect patient safety by ensuring that anyone appointed to a consultant psychiatrist role is fully qualified and appropriately trained and 3) Ensure focus on retention and provide equity for people in areas of the country that have historically struggled to attract psychiatrists.

Recruitment and retention

Attracting doctors to work in rural areas is a recognised challenge both globally and within Scotland. Research has also shown that resident doctors are more likely to prioritise being in their desired location for work, over other factors including speciality, reputation of their hospital, and access to research opportunities. There is also evidence to suggest that 27% of psychiatry resident doctors in Scotland would consider leaving Scotland if they were unable to secure a higher training job in their current region of work.

It is therefore paramount to consider innovative incentives to attract resident psychiatry doctors to work in traditionally less popular parts of Scotland. As well as financial incentives, other incentives may include access to run-through training programmes, meaning doctors would be able to stay in their region for 6 years, rather than having to re-apply for a job between core and higher training. Run through training is currently being piloted for CAMHS and Intellectual Disabilities, two specialities in psychiatry which have traditionally been under-filled at a consultant level across the UK.

Additionally, there is a focus within the medical profession around moving from a specialist model of care towards a more generalist approach, given the rise of multimorbidity and an ageing population<sup>5</sup>. From a psychiatry perspective, an expansion in the availability of dual training places would allow doctors to gain experience in managing two different cohorts of patients, as well as developing transferrable skills. A recent report has suggested that resident psychiatry doctors in Scotland would be in favour of having more access to dual training opportunities.

In psychiatry, we not only struggle to attract doctors to work in rural areas - but also large parts of the country which have high levels of socio-economic deprivation. These areas are associated with higher rates of mental illness, high rates of suicide and drug-related deaths. These are exactly the areas where we need the brightest and best psychiatrists to work. Sadly, these are the areas where we most struggle to recruit and retain staff.

It is vital that the approaches we adopt are informed by evidence regarding what works. There is a large body of research involving GPs and primary care, which is applicable to psychiatry (which is also based to a large degree in the community). A systematic review by Varma in 2016 identified the following strategies as being effective:

- using financial incentives based on an obligation of service post qualification (rather than through an initial down payment). Such incentives work, however the longer the period of obligation the more likely the doctor is to be retained
- giving doctors exposure to locations that have been hard to recruit to during their training. We would suggest that hard to recruit areas need to be given disproportionately more trainee time compared to areas that have high recruitment levels
- identifying and incentivising trainee doctors from hard to recruit areas (to return to work where they are from)

As well as these evidence-based interventions, we would recommend that psychiatry posts in hard to recruit areas are rebadged and rebranded in a way that is similar to "deep end practices" in primary care. Such jobs need to be considered jobs of national mission and service. Every effort should be made to turn the negatives associated with working in these areas into a potential selling point. We should use every incentive, in every part of the system to congratulate and reward doctors who train and work as consultants in such areas. Potential measures that could be used include:

- working in such areas is being accepted as evidence for discretionary points awards
- working in such areas is being accepted as evidence for fellowship of the Royal College
- national recognition of working as a "deep end psychiatrist" through letters of recognition and awards ceremonies etc

A major factor impacting the well-being of resident doctors in Scotland are the bottlenecks for entering core psychiatry training, and entering higher psychiatry training; 83.3% of psychiatry resident doctors in Scotland feel that the current availability of Higher Training posts is affecting morale and motivation.

Expansion of training numbers, as well as moving towards whole time equivalent training numbers would be welcomed as a way of both accommodating the growing number of resident doctors who work less than full time and increasing trainee moral. The expansion of training numbers may also increase the retention of psychiatry doctors in Scotland,

many of who will have undergone undergraduate and postgraduate training in Scotland, occurring an expense to the tax-payer (if they were to leave Scotland or the medical profession entirely due to being unable to progress in their training, this would represent poor value for money from an economic perspective).