

From: Earl Stephen [REDACTED]
Sent: 29 September 2014 12:21
To: MacKenzie F (Fiona)(Health-Employee Experience)
Subject: MAC commission on shortage occupations

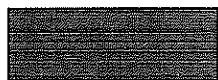
Fiona, the Minister for Immigration has commissioned the Migration Advisory Committee (MAC) to conduct a partial review of the shortage occupation list. I attach a copy of the call for evidence that the MAC will be publishing on its website today and I am happy for you to share this document with colleagues. I will be especially grateful if you let colleagues in Scottish Government know about the call for evidence.

Please let me know if you have questions about the call for evidence and the MAC commission.

Many thanks.

Steve

Stephen Earl
Head of Policy
Migration Advisory Committee secretariat
3rd Floor, Seacole Building
2 Marsham Street
London SW1P 4DF



<https://www.gov.uk/government/organisations/migration-advisory-committee>

From: Earl Stephen [REDACTED]
Sent: 28 November 2014 16:56
To: MacKenzie F (Fiona)(Health-Employee Experience)
Subject: salary thresholds for nurses

Fiona, I attach a link to the HO codes of practice for skilled occupations under Tier 2 of the PBS
[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/303033/CoP -
_Apr 14 V0 6.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/303033/CoP_-_Apr_14_V0_6.pdf)

The salary threshold relates to something like the going rate for the job. In the case of nurses, the salary rates are as follows:




The source for these salaries is Agenda for Change 2013.

Hope this helps.

Steve

Stephen Earl
Head of Policy
Migration Advisory Committee secretariat
3rd Floor, Seacole Building
2 Marsham Street
London SW1P 4DF


<https://www.gov.uk/government/organisations/migration-advisory-committee>

From: Earl Stephen 
Sent: 08 December 2014 12:01
To: Speedie C (Claire); Plunkett N (Nikola)
Cc: McMillan C (Craig); Smith D (David) (BT OPS); Lacey Anna
Subject: Meeting with Scottish Minister 2015

Good meeting with Humza Yousaf last week, David Metcalf was pleased with how it went and the Minister's knowledge of the MAC and previous reports. Hope the Minister found it similarly useful. Thanks for setting it up.

At one point, they were talking about the Post-Study Work Route and David mentioned the MAC had discussed this in an earlier report. The Minister expressed an interest in seeing this and I attach a link to the relevant report here

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/257267/mac-december-09.pdf

The relevant section is Chapter 7, with also some discussion in the Summary chapter. There is a specific section looking at the PSWR and Scotland.

The Minister also mentioned a PSWR steering group set up in light of the Smith Commission comments on a different PSWR in Scotland and invited David to address/meet this group. From my notes, the group are reporting by 25 January 2015 which will limit David's ability to do this but let me know of any proposed dates and I will see what we can do – video conferencing may be a possibility.

Please let me know if there is anything else the Minister would like to know as a result of the meeting.

Steve

Stephen Earl
Head of Policy
Migration Advisory Committee secretariat

3rd Floor, Seacole Building
2 Marsham Street
London SW1P 4DF



<https://www.gov.uk/government/organisations/migration-advisory-committee>

From: Speedie C (Claire)
Sent: 08 December 2014 12:40
To: 'Earl Stephen'
Cc: McMillan C (Craig); Lacey Anna; Plunkett N (Nikola)
Subject: RE: Meeting with Scottish Minister 2015

Hi Steve,



We were glad to hear the meeting went well and thank you for forwarding that report to Mr Yousaf's Private Office.

Yes, we have set up a PSW Working Group with stakeholders. The Group intends to report on its work by the end of March 2015 and we would be happy to arrange a meeting with Sir David Metcalf. The Group are meeting next week and I will raise this as an agenda item. Do you know if he has any availability during January/start of February 2015? Obviously it would be better to meet with him sooner rather than later.

Many thanks and happy to discuss over phone if easier.



Best regards,

Claire

Claire Speedie | Senior Immigration Advisor, Migration Strategy | Scottish Government | 
 | 3rd Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

In 2014 Scotland Welcomes the World
To find out more click here



From: Speedie C (Claire)
Sent: 10 December 2014 10:45
To: 
Cc: Plunkett N (Nikola); Lacey Anna 
Subject: FW: Meeting with Scottish Minister 2015

Hi Steve,

I understand that at your meeting last week it was also suggested that the Scottish Government should assist MAC to engage with Scottish bodies, e.g. IoD, FSB, CBI and SCDI. If Sir David Metcalf is able to come up to Scotland to meet with the PSW Working Group, do you think we could arrange for him to also meet with some of these bodies on the same visit?

I also understand that MAC are happy to include Scottish universities on their database of contacts for future tenders for commissioning research. Please let me know if you need any assistance with this.

Many thanks,

Claire

Claire Speedie | Senior Immigration Advisor, Migration Strategy | Scottish Government | [REDACTED]
[REDACTED] | 3rd Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

In 2014 Scotland Welcomes the World
To find out more click here



From: MacKenzie F (Fiona)(Health-Employee Experience)
Sent: 11 December 2014 10:58
To: [REDACTED]
Subject: MAC submission on SOL (final) 11 Dec 2014



MAC submission
on SOL (final) ...

Dear Steve,

Great to meet you this morning and our Cabinet Secretary has just cleared the submission. I tidied up a couple of minor spelling mistakes but essentially it's the same as the one sent on Friday.

Have a safe journey back down, have a great time over the festive period.

Regards,
Fiona

Scottish Government

SUBMISSION OF EVIDENCE:

PARTIAL REVIEW OF THE SHORTAGE OCCUPATION LISTS FOR THE UK AND SCOTLAND

Director General : Health and Social Care
Health Workforce and Performance

December 2014

Contents

Scottish Government	5
Director General : Health and Social Care	5
Health Workforce and Performance	5
1. Purpose	6
2. Important points	6
3. Occupations for inclusion	7
4. Evidence to tackle Shortages	8
5. Conclusion	8
Annex A – 2012/13 SG Migration Advisory Committee submissions	9
Annex C – Selected ISD published vacancy rates	11
Annex D – Special submissions from health boards after a call for evidence	13
Annex E – NHS Lothian board papers – 1 st October 2014	16
Annex F – Health board submissions	26
Annex G – Summary of NHS Scotland board concerns	71
Annex H – Further information	76
Annex I – Recruitment and international recruitment in NHS Scotland	80

1. Purpose

Following evidence received over the past two years to suggest there are some issues with the supply of suitably skilled workers into a limited number of areas, including, for the purposes of this submission, the health sector, the Migration Advisory Committee (MAC) has been asked by the UK Government to review all suitably qualified occupations within the health sector, including consultant roles, nurses and also training grades. In support of its review, the MAC issued a call for evidence in September 2014, and this submission, on behalf of the NHS Scotland, is the Scottish Government's response to that call.

2. Important points

- We are sighted on the Centre for Workforce Intelligence draft submission dated November 2014 and endorse the occupations submitted for inclusion by MAC on the UK Shortage Occupation List. This report includes evidence to that effect.
- Where evidence indicates Scotland has particular difficulties with certain medical specialists, we would ask they be considered for inclusion on the Scotland only Shortage Occupation List.
- This evidence (Annex A – I) was analysed to determine whether it demonstrated a shortage in a particular health specialism; vacant for more than six months and there by hard to fill; and only evidence meeting this criteria is used.
- We conducted telephone interviews with some Boards and that resulted in some evidence supporting the occupations for inclusion. Where evidence is obtained from published sources the sources are identified.
- Where evidence is from unpublished sources, we have noted that, and would ask that this evidence is commercial in confidence and should not be disclosed per se.

3. Occupations for inclusion

Based on the evidence received, we would support the Department of Health request to have the occupations on the following table on the Shortage Occupation List (UK). We have no comment on the shortage estimation.

Table 1: CfWI recommends the following 12 specialties/professions for inclusion on the Shortage Occupation List (SOL)

Area	Healthcare occupation	Shortage estimation ²
Allied health professionals	Diagnostic radiographers	4 – 5 years
Allied health professionals	Paramedics	2 – 4 years
Allied health professionals	Prosthetists and orthotists	Minimum 4 years
Allied health professionals	Sonographers	4 – 5 years
Healthcare scientists	Neurophysiology healthcare scientists and practitioners	4 – 5 years
Healthcare scientists	Nuclear medicine scientists and practitioners	4 – 5 years
Healthcare scientists	Radiotherapy physics scientists and practitioners	4 – 5 years
Medical specialties	Clinical radiology (consultants)	6 years
Medical specialties	Emergency medicine (consultants, non-consultant non-training posts and CT3, ST4-ST7 trainees)	5 – 6 years
Medical specialties	Old age psychiatry (consultants and non-consultant non-training posts)	7-10 years
Medical specialties	Psychiatry core trainees (CPT1)	5 years
General practitioners	General practitioners (including trainees)	3 - 5 years

In addition, based on the evidence provided, we ask that the MAC consider that the following be included on the Scottish only Shortage Occupation List.

Area	Occupation	Comment
Medical Practitioner	Anaesthetics, all grades	There is evidence Boards are working hard to measure, monitor and manage this shortage.
Medical Practitioner	Paediatrics, all grades	Steps to alleviate the shortage are being taken
Medical Practitioner	Specialist medical – Obstetrics and Gynaecology, all grades	Evidenced from data sources.
Medical practitioner	Psychiatry (all grades except CPT1)	Evidenced from data sources.

Medical practitioner	Clinical Radiology (non-consultant, non-training posts and CT3, st4-ST7 trainees)	The grades are not included in the Department of Health submission.
Medical practitioner	Clinical oncology, Consultant only	Evidenced via Annex's plus telephone interview with one NHS Board on 4 December .
Nursing and Midwifery	Specialist nurse in neonatal intensive care units.	This is recommended for removal by Department of Health but there is no evidence in Scotland the shortages have been resolved.
Health care science	Medical physicists	Scotland wide shortage exists ¹

4. Evidence to tackle Shortages

A number of different options have been deployed by the Scottish Government and at Board level to tackle shortages and this evidence is contained at Annex A to I. This exercise highlighted improvements in measuring techniques by Boards which then allows for closer alignment to monitoring and managing the health workforce and highlight potential hotspots before they develop into shortages. In addition, we considered the timeframe from the last exercise and judge the 18 months to address those shortages is insufficient and they should remain on the SOL.

5. Conclusion

We suggest all the evidence supports the view there is a shortage in the above categories in Scotland, and that it would be sensible to fill using labour from outside the EEA and that therefore the categories do merit inclusion on, (both the UK and), the Scotland only Shortage Occupation list.

¹ Included in 2013 but insufficient time to referlet inclusion on Scottish SOL.

1. Annex A

Annex A – [REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

2. Annex B

Table 1: CfWI recommends the following 12 specialties/professions for inclusion on the Shortage Occupation List (SOL)

Area	Healthcare occupation	Shortage estimation
Allied health professionals	Diagnostic radiographers	4 – 5 years
Allied health professionals	Paramedics	2 – 4 years
Allied health professionals	Prosthetists and orthotists	Minimum 4 years
Allied health professionals	Sonographers	4 – 5 years
Healthcare scientists	Neurophysiology healthcare scientists and practitioners	4 – 5 years
Healthcare scientists	Nuclear medicine scientists and practitioners	4 – 5 years
Healthcare scientists	Radiotherapy physics scientists and practitioners	4 – 5 years
Medical specialties	Clinical radiology (consultants)	6 years
Medical specialties	Emergency medicine (consultants, non-consultant non-training posts and CT3, ST4-ST7 trainees)	5 – 6 years
Medical specialties	Old age psychiatry (consultants and non-consultant non-training posts)	7-10 years
Medical specialties	Psychiatry core trainees (CPT1)	5 years
General practitioners	General practitioners (including trainees)	3 - 5 years

2014-15 DH submission

Area	Occupation	Shortage estimation
Allied health professional	Diagnostic radiographer	2 – 3 years
Allied health professional	Therapeutic radiographer	2 – 3 years
Healthcare science	Clinical neurophysiologist	5 – 7 years
Healthcare science	Nuclear medicine scientist	5 – 7 years
Healthcare science	Radiotherapy physicist	5 – 7 years
Healthcare science	Respiratory and sleep physiologist	5 – 7 years
Medical	Emergency medicine (consultant)	3 – 5 years (Emergency medicine task force interim report – up to 12 years)
Medical	Haematology (consultant)	2 years
Medical	Psychiatry of old age (consultant)	4 – 5 years
Medical	Emergency medicine (non-consultant non-training post)	4 – 5 years
Medical	Psychiatry (non-consultant non-training post)*	4 – 5 years
Nursing and midwifery	Specialist nurse in neonatal intensive care units	2 – 3 years
Other health professions	Sonographer	3 – 5 years

*occupation was not listed on the current MAC list.

2013-14 DH submission

3. Annex C

2. Annex C – Selected ISD published vacancy rates

Consultant vacancy rates

Vacancies 6 months or more as % establishment	Sep-13	Dec-13	Mar-14	Jun-14	Sep-14	Change from Sep 13 to Sep 14
Emergency medicine	0.3%	1.8%	2.2%	4.3%	5.0%	+4.70
Anaesthetics	0.3%	0.9%	1.4%	1.9%	1.5%	+1.20
Intensive care medicine	0.0%	0.0%	0.0%	0.0%	8.3%	+8.30
Histopathology	3.5%	4.5%	5.4%	2.3%	7.2%	+3.70
Haematology	2.5%	1.2%	1.1%	2.0%	1.0%	-1.50
Medical microbiology & virology	0.0%	2.1%	2.0%	1.9%	0.0%	+0.00
Clinical radiology	2.9%	1.7%	3.1%	3.5%	4.8%	+1.90
General (acute) medicine	6.3%	3.9%	5.7%	4.5%	7.2%	+0.90
Cardiology	0.0%	0.0%	1.0%	2.0%	2.1%	+2.10
Dermatology	2.9%	3.0%	4.4%	4.4%	5.1%	+2.20
Gastroenterology	3.1%	2.0%	3.6%	2.7%	4.6%	+1.50
Geriatric medicine	0.6%	1.8%	1.2%	3.1%	3.5%	+2.90
Medical oncology	9.3%	0.0%	0.0%	8.1%	6.9%	-2.40
Neurology	0.0%	0.0%	1.5%	1.4%	5.2%	+5.20
Palliative medicine	4.1%	0.0%	0.0%	0.0%	3.8%	-0.30
Rheumatology	0.0%	2.1%	0.0%	3.9%	3.7%	+3.70
Clinical oncology	2.4%	0.0%	1.1%	2.3%	2.2%	-0.20
Public health medicine	0.0%	0.0%	1.8%	1.1%	1.1%	+1.10
Occupational medicine	0.0%	0.0%	0.0%	7.8%	5.4%	+5.40
General psychiatry	1.0%	1.6%	1.2%	0.9%	0.4%	-0.60
Child & adolescent psychiatry	3.1%	1.8%	1.6%	1.7%	3.2%	+0.10
Forensic psychiatry	0.0%	0.0%	4.5%	2.2%	2.3%	+2.30
Old age psychiatry	1.1%	0.0%	1.6%	5.9%	1.3%	+0.20
Paediatrics	0.8%	0.4%	1.1%	1.4%	2.0%	+1.20

3. Annex C

Allied health professions (AHP) whole time equivalent (WTE) vacancies

Vacant for 3 months or more AFC bands 5-9 only							% Change	
	Jun 13	Sep 13	Dec 13	Mar 14	Jun 14	Quarter Mar 14 to Jun 14	Annual Jun 13 to Jun 14	
Allied health professionals								
Occupational therapy	23.9	16.9	26.6	27.4	21.2	-22.6%	-11.4%	
Physiotherapy	19.9	47.4	39.7	34.0	29.9	-11.9%	50.6%	
Radiography	18.8	12.6	25.5	22.2	30.9	39.1%	64.4%	
Diagnostic	17.8	11.6	17.0	19.7	22.8	15.7%	28.1%	
Therapeutic	1.0	1.0	8.5	2.5	8.1	224.0%	710.0%	

Notes:

1. From June 2014 a number of boards have migrated to the new national HR system e:ESS. Currently this affects medical grade and medical specialty, changes may be seen as boards review their data during the migration process.
2. June 2014 data for NHS Orkney shows 2 vacancies that have been vacant for more than 6 months. These are not shown in the March 2014 data as there wasn't agreement to fill the vacancies. Between March and June 2014 they have been cleared for recruitment and are now defined as a vacancy. The length of time vacant for has been taken from when the vacancy was first identified, not when it was approved for recruitment.

Source:

All information taken from ISD publications:

<https://isdscotland.scot.nhs.uk/Health-Topics/Workforce/Publications/2014-08-26/2014-08-26-Workforce-Report.pdf?68995302916>

Data derived from:

Scottish Workforce Information Standard System (SWISS)

SG submission for MAC

4. Annex D

3. Annex D -- Special submissions from health boards after a call for evidence

[Redacted]

Selected "hard to fill" Agenda for Change posts:

Post	Grade	Location	Vacant from
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]

Selected "hard to fill" Medical posts:

Speciality	Grade	Location	Vacant from
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]

4. Annex D

2 NHS Ayrshire and Arran

Medical roles: maintain all that are currently on the national and Scottish list in addition to:

- Consultants in Medicine for the Elderly
- Psychiatry in all sub specs
- Consultant radiologists
- Consultant in Gastro
- ST3+ in EM and CT's in Core Surgery (our Scottish fill rate was very low this year – no intelligence on whether this was specific to our process or a general difficulty to fill). We need to be careful and not get confused between our inability to recruit (based on candidate preference) and specialties where there are true shortages.

Non-medical roles: the areas we see as presenting pressure (some of which is related to lack of Scottish training to provide supply which may make them more appropriate for the Scottish list are somewhat further compounded by demography factors such as ageing workforce which makes the situation more acute as there is risk on service provision and capacity) as being:

Sonographers, orthoptists, medical physics, health protection nurse specialists.

Source: E-mail from Craig Lean, NHS Ayrshire & Arran to Fiona MacKenzie, dated 25 November 2014.

3 NHS Lanarkshire

Post	Vacancy details
Consultant Radiologist	Advertised 2 posts, only 1 application received.
Consultant in Acute Medicine	Advertised previously no application, currently advertised at present.
Speciality Doctor in Addictions	Advertised on 3 occasions. 1 st occasion – 3 applicant, none met criteria. 2 nd occasion – 1 applicant, did not meet criteria. Post is currently advertised
Health visitors	2014 started off with 11 vacant Health Visitor posts, throughout the year there have been a further 25 vacancies (few from retrials). We have advertised 9 times, in February we put a plan into place to advertise bi-monthly all vacancies together, in addition there were some new vacancies for Health & Homeless & School nurses that were advertised separately, to which there have been 26 applicants. Current position is 16 vacancies. 6 applicants either withdrew before interview or were not appointable

Source: E-mail from Alison Young, NHS Lanarkshire to Fiona MacKenzie, dated 10 November 2014

SG submission for MAC

5. Annex E

Annex E – [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

5. Annex E

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

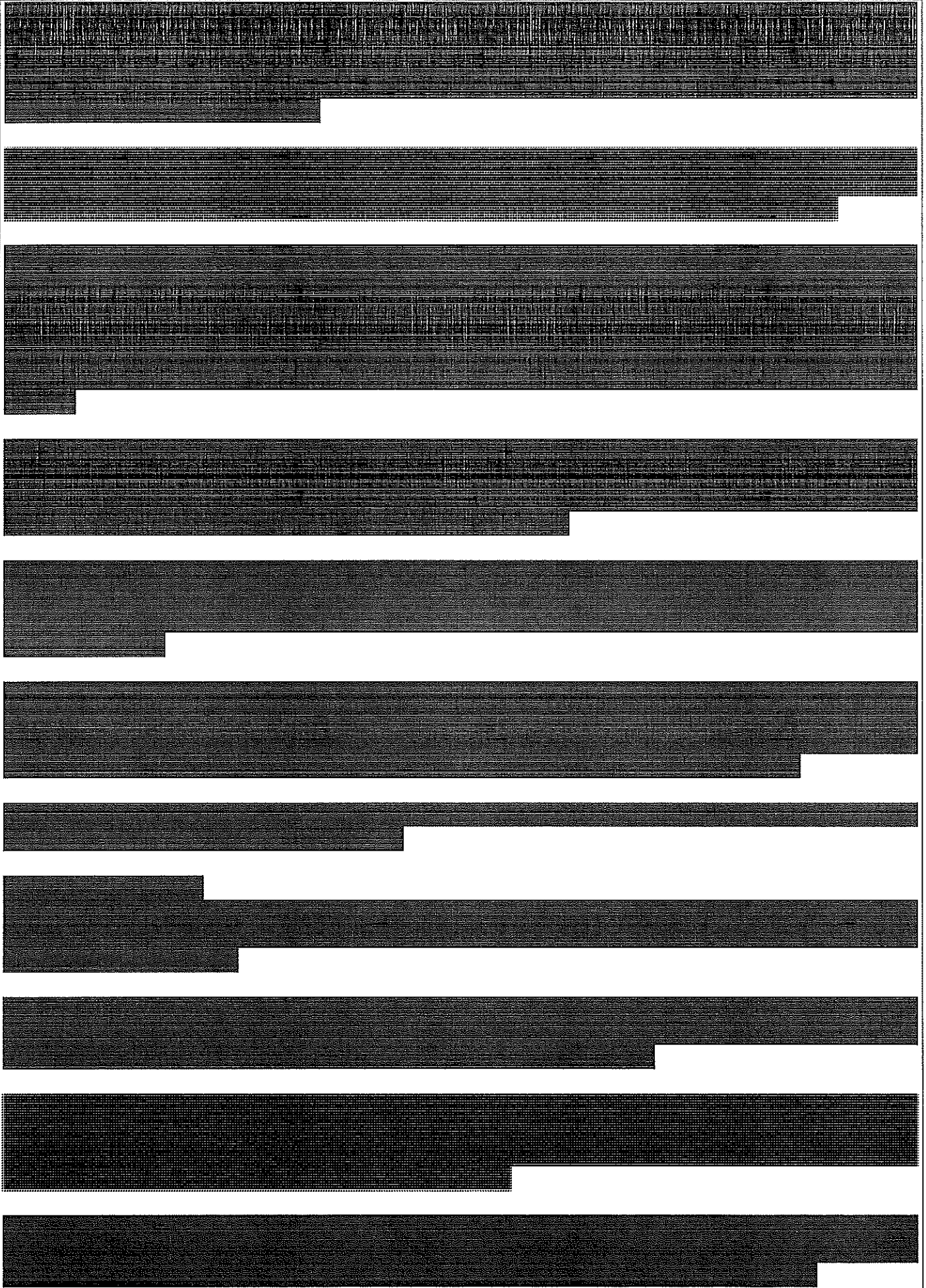
[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

5. Annex E



[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

5. Annex E

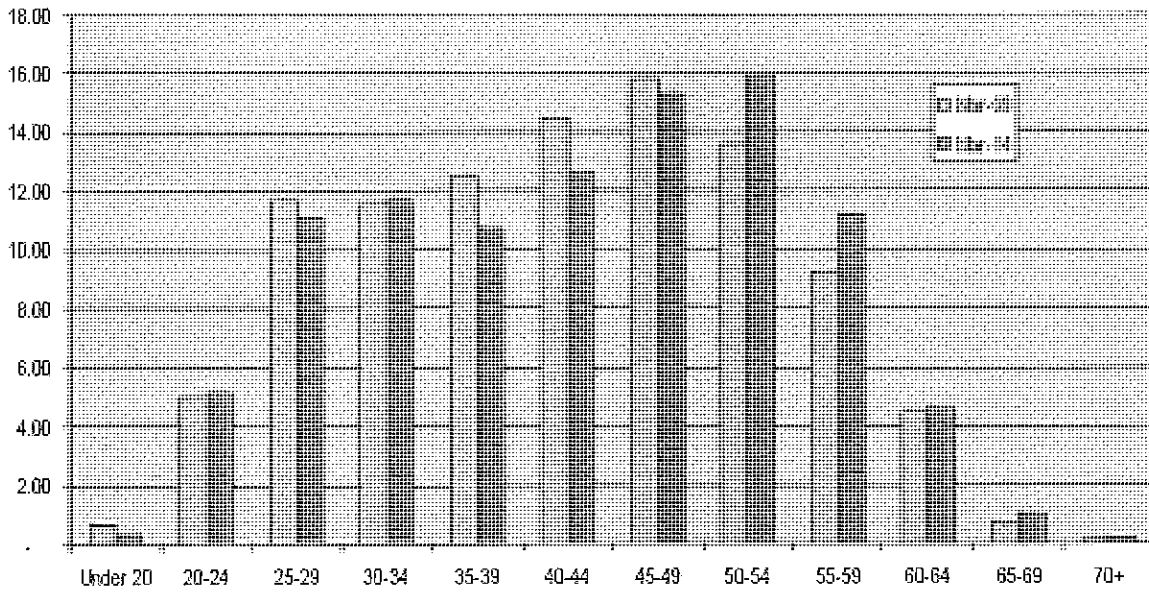
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Age Distribution of NHS Lothian Staff as at March 2009 and March 2014



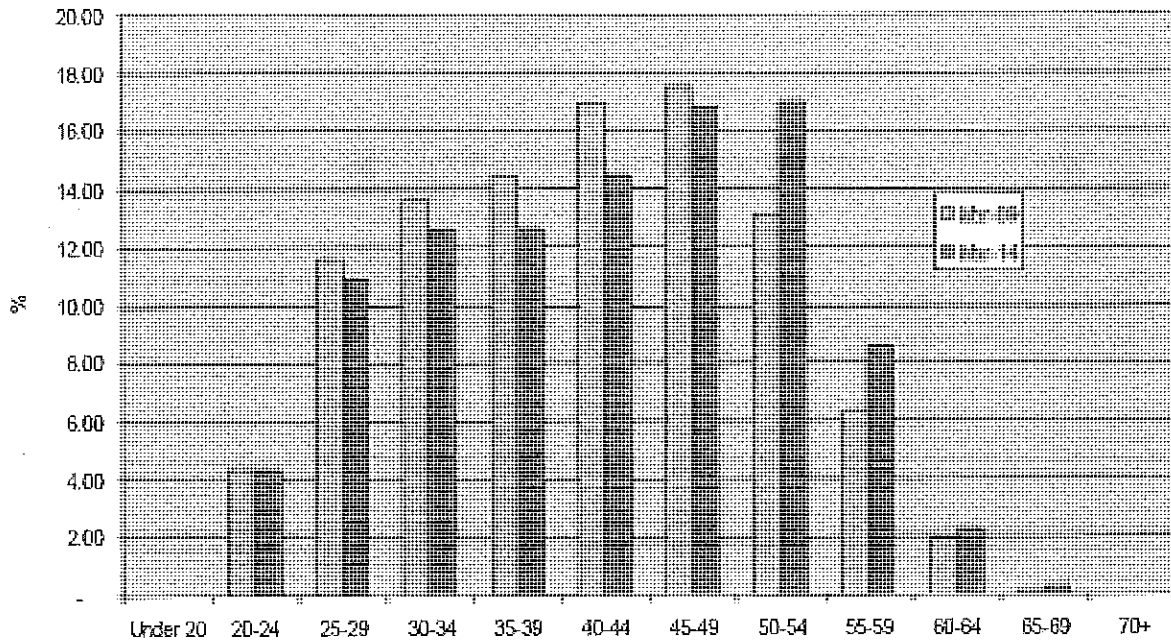
Source – NHS Lothian Payroll

[REDACTED]

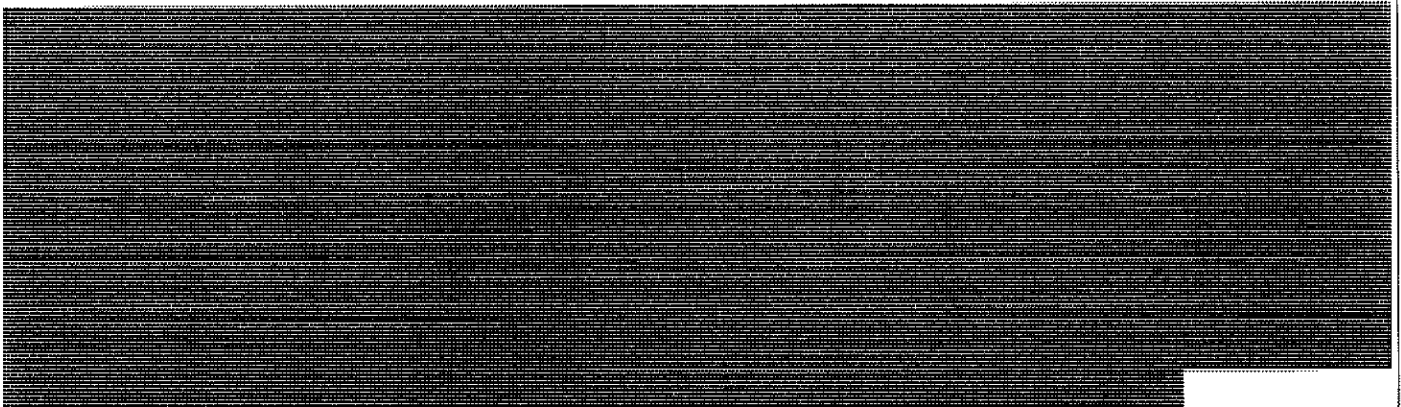
5. Annex E

Age distribution within registered nursing

Age Distribution of NHS Lothian Reg Nurses as at March 2009 and March 2014




Source – NHS Lothian Payroll



5. Annex E

5. Annex F – Health board submissions

<p>The attached document summaries data extracted from each of the 22 NHSScotland Boards Local Deliver Plan assessments for 2014-15. In particular, we searched the plans for commentary on two fronts: shortages in medical occupations under the 'Everyone Matters' column heading and for information under the 'Workforce Planning and Nursing and Midwifery Tools application' heading.</p>	 <p>Health Workforce LDP Assessment...</p>
--	---

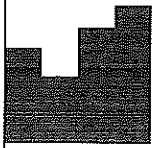



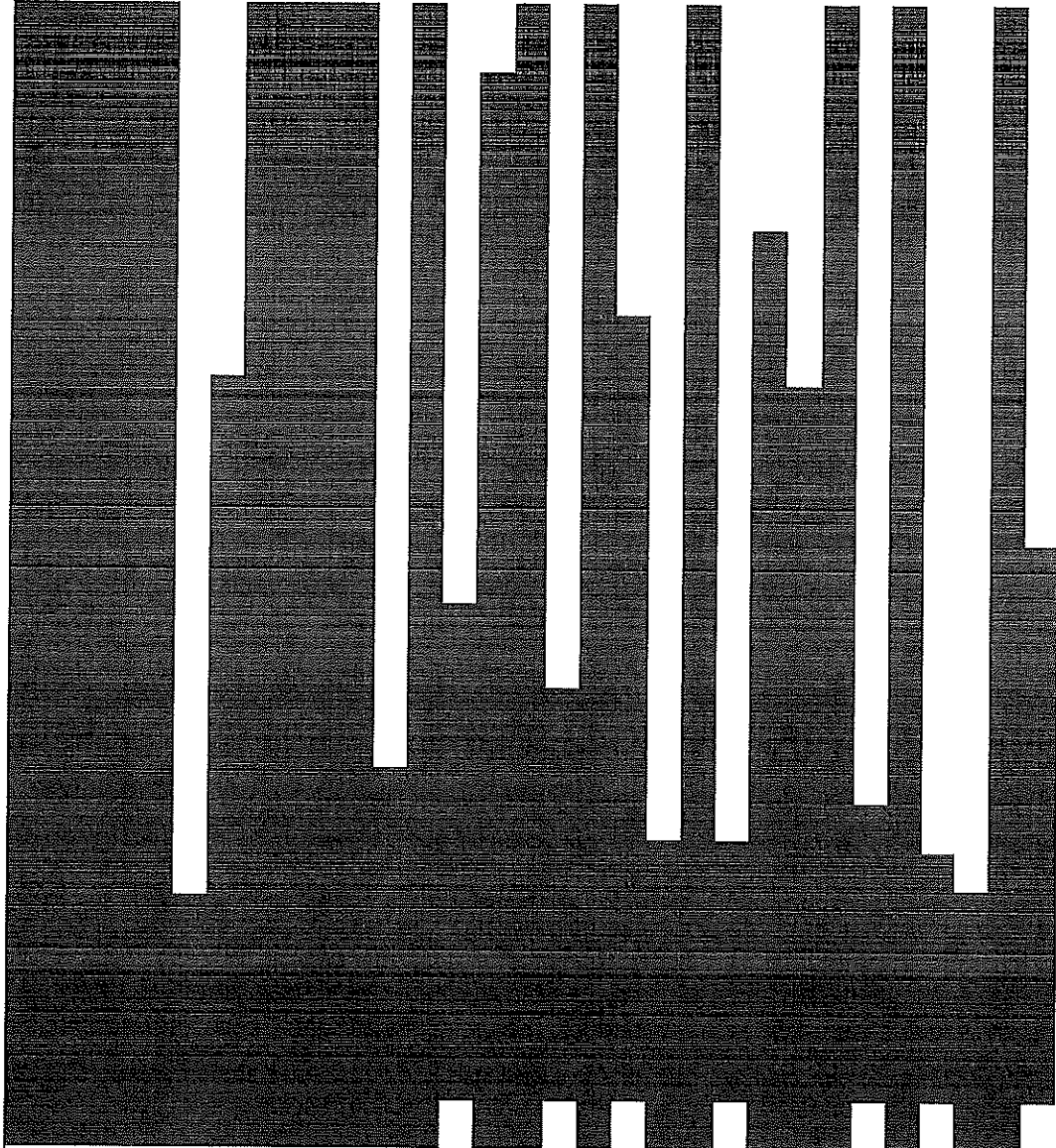
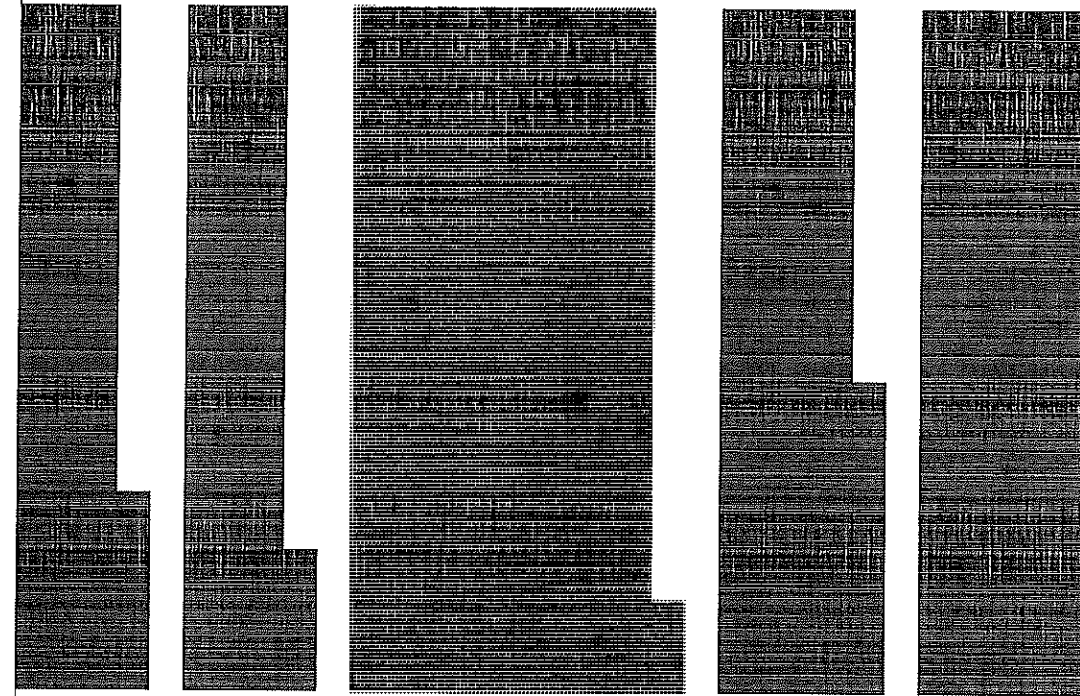
6. Health board submissions 2014/15

This information originates from the 14 regional health boards, 7 special NHS boards and the public health body in Scotland.

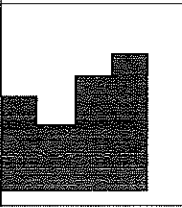
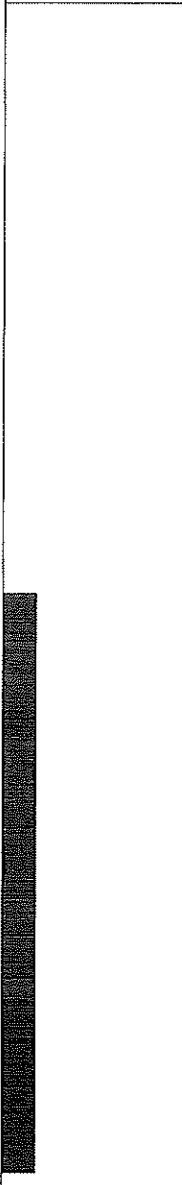
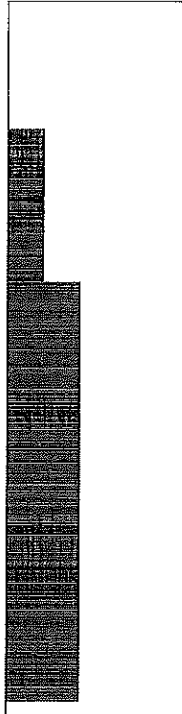
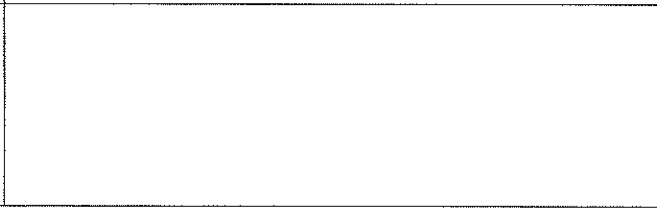
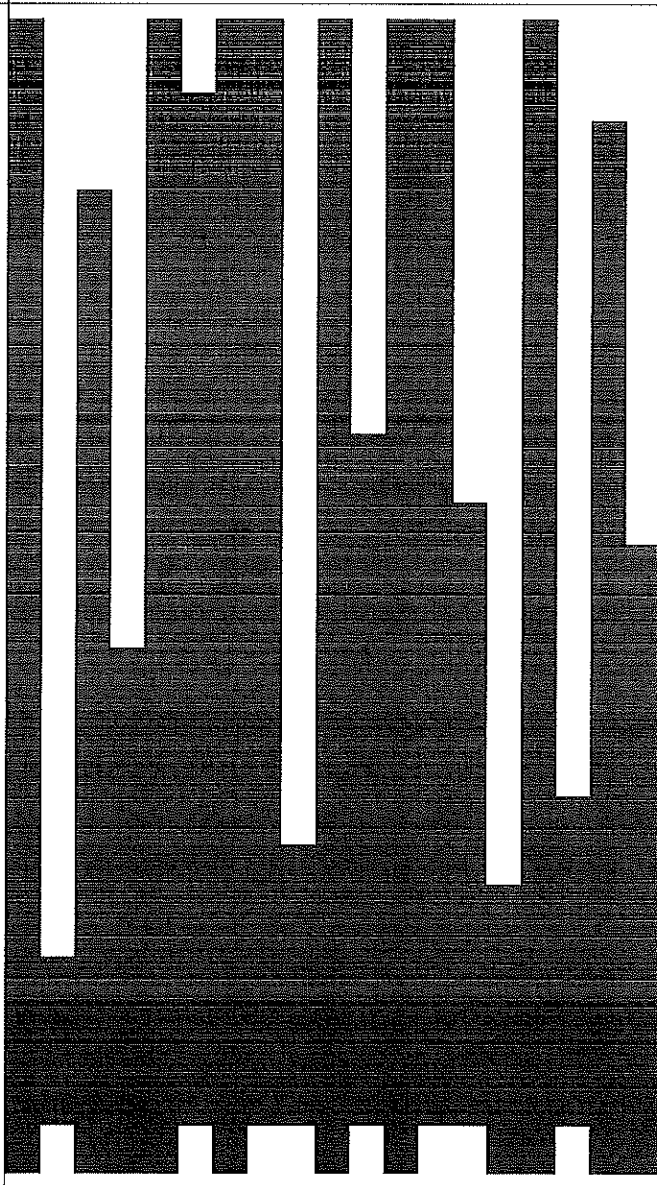
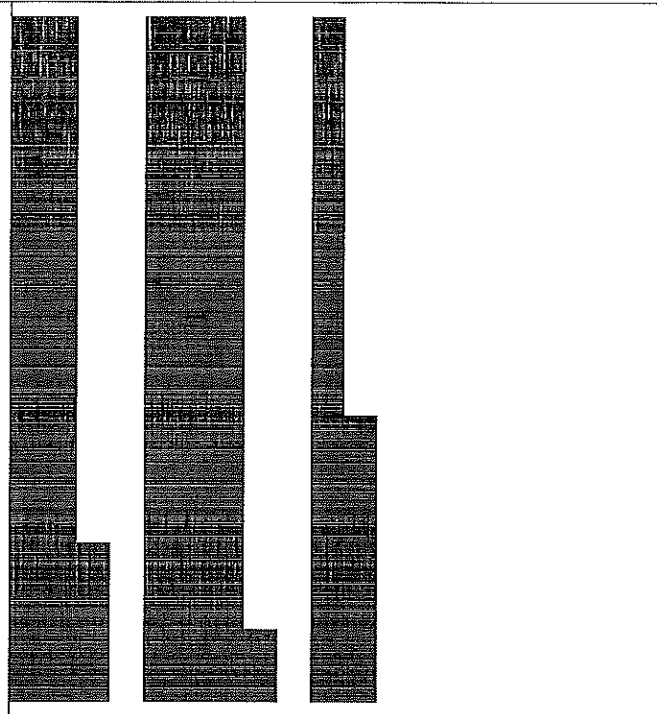
Contents	
1	NHS Ayrshire and Arran 28
2	NHS Borders 30
3	NHS Dumfries and Galloway 33
4	NHS Fife 35
5	NHS Forth Valley 37
6	NHS Grampian 40
7	NHS Greater Glasgow and Clyde 43
8	NHS Highland 45
9	NHS Lanarkshire 47
10	NHS Lothian 49
11	NHS Orkney 51
12	NHS Shetland 53
13	NHS Tayside 54
14	NHS Western Isles 56

5.	Annex E		
	15	NHS National Waiting Times Centre Board	57
	16	NHS Education for Scotland	60
	17	HIS	63
	18	Scottish Ambulance Service	64
	19	NHS 24	66
	20	NHS State Hospital	68
	21	NHS National Services Scotland	69
	22	NHS Health Scotland	70

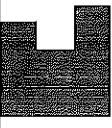

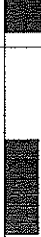
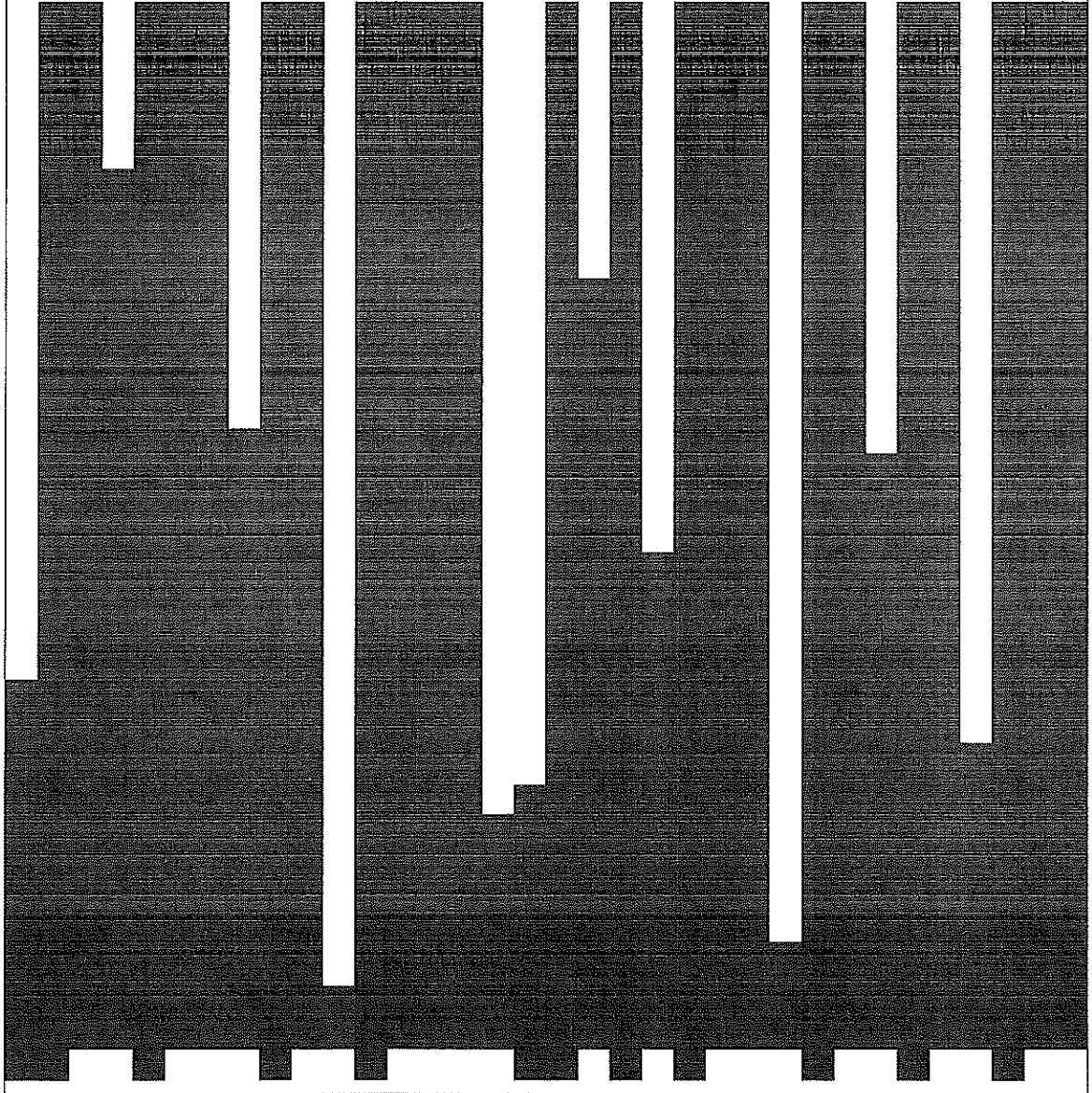






5. Annex E



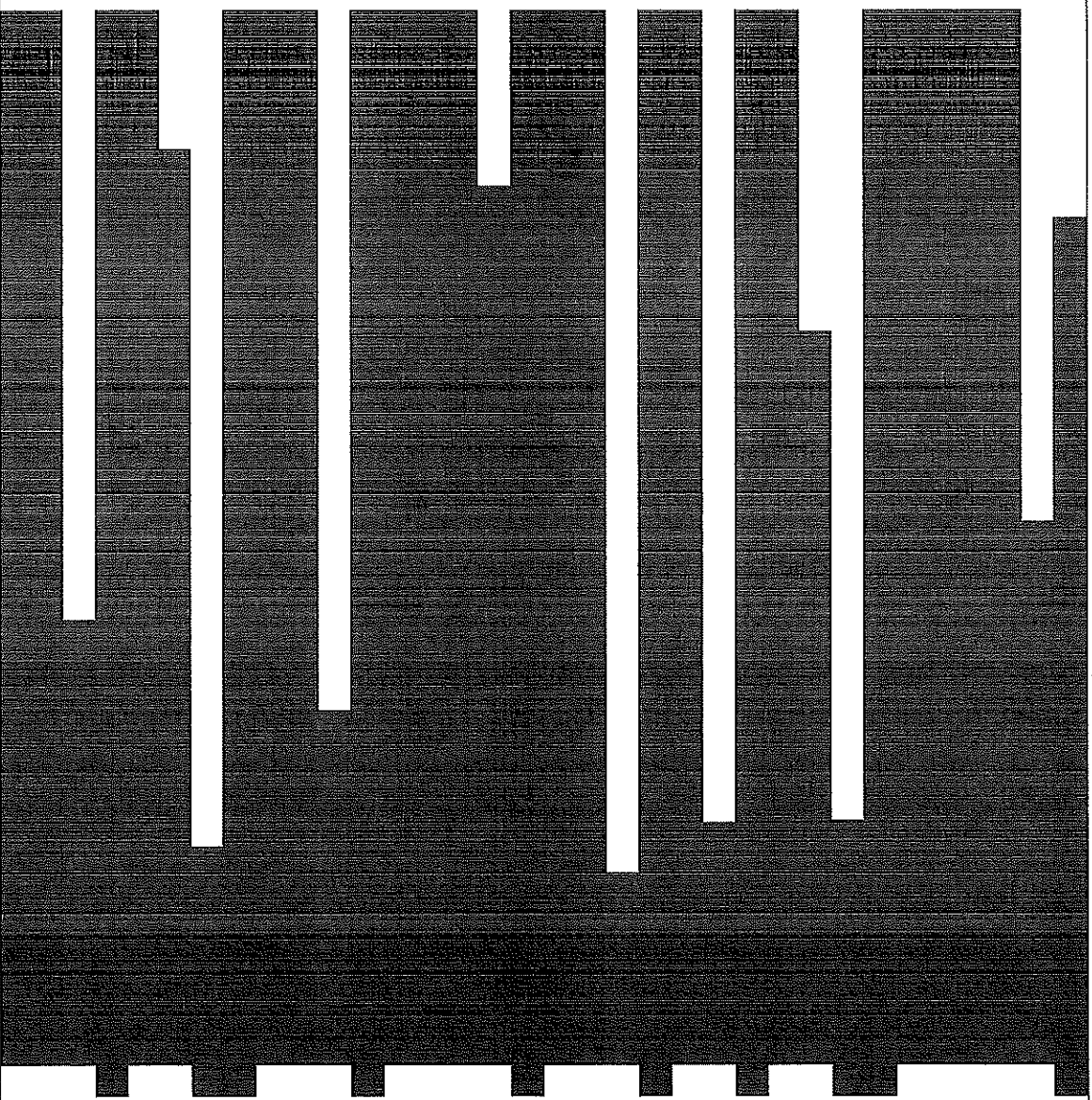
5. Annex E




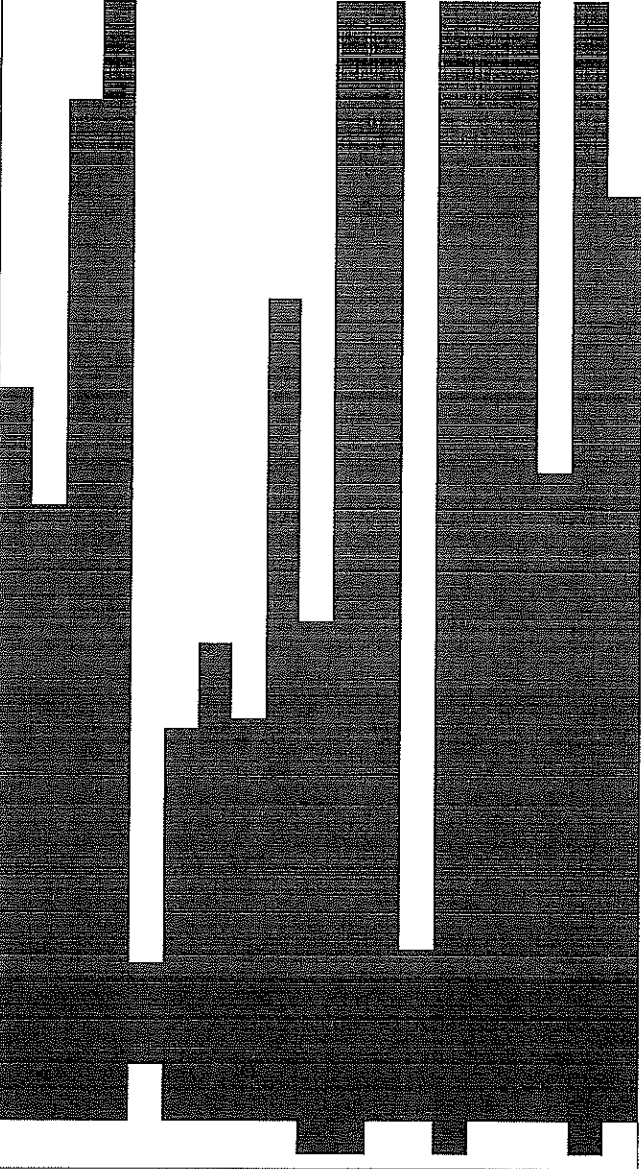
5. Annex E

				     
---	---	---	---	---


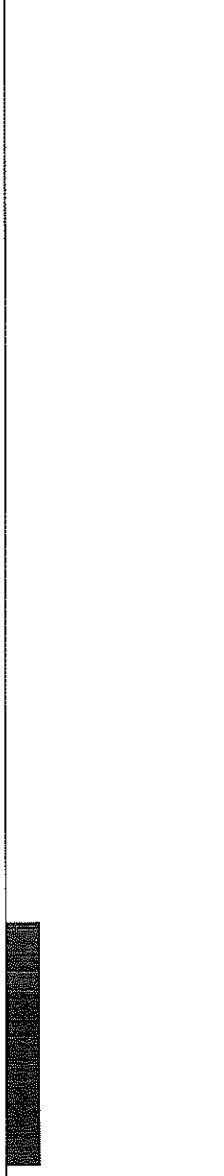


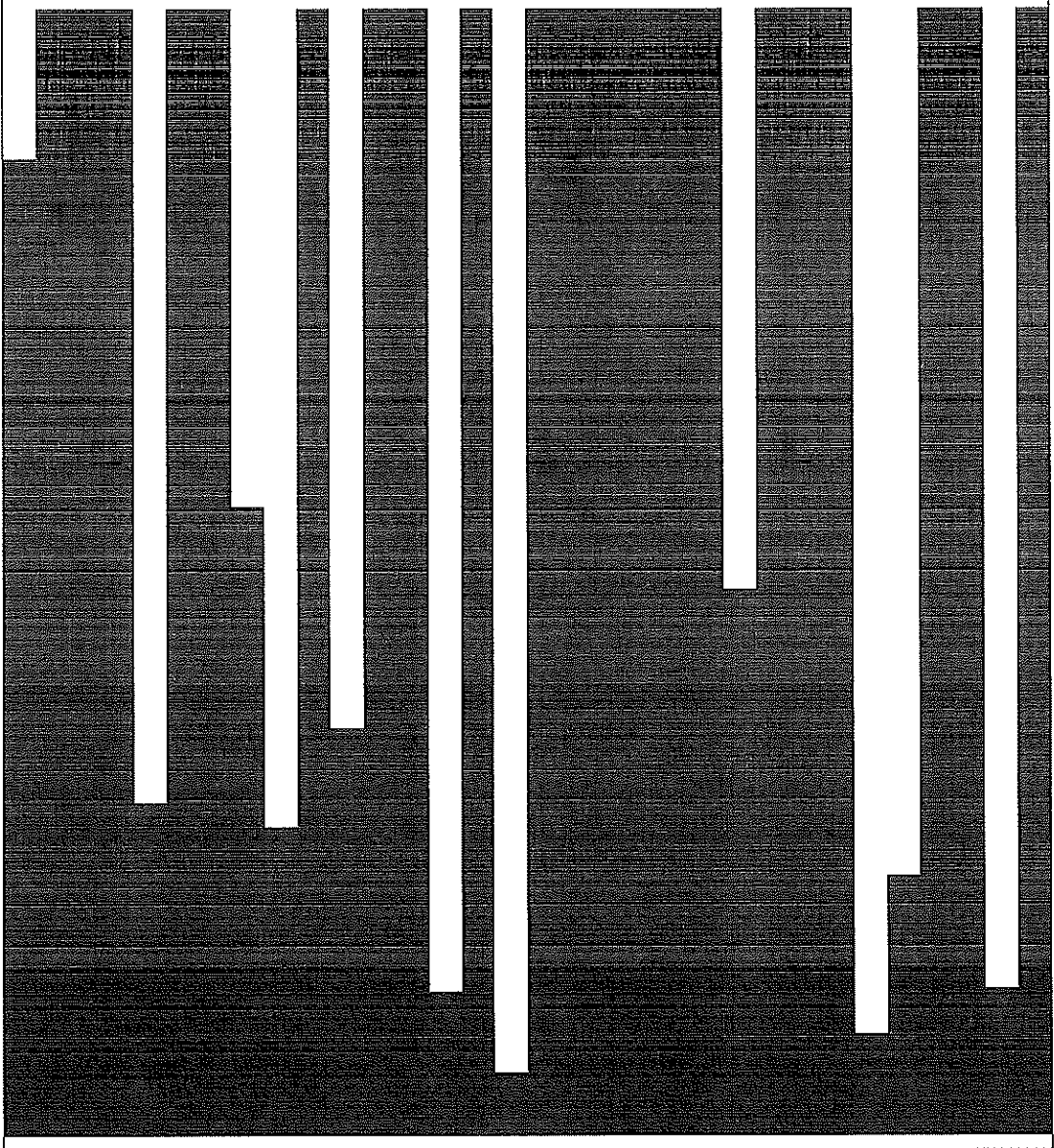
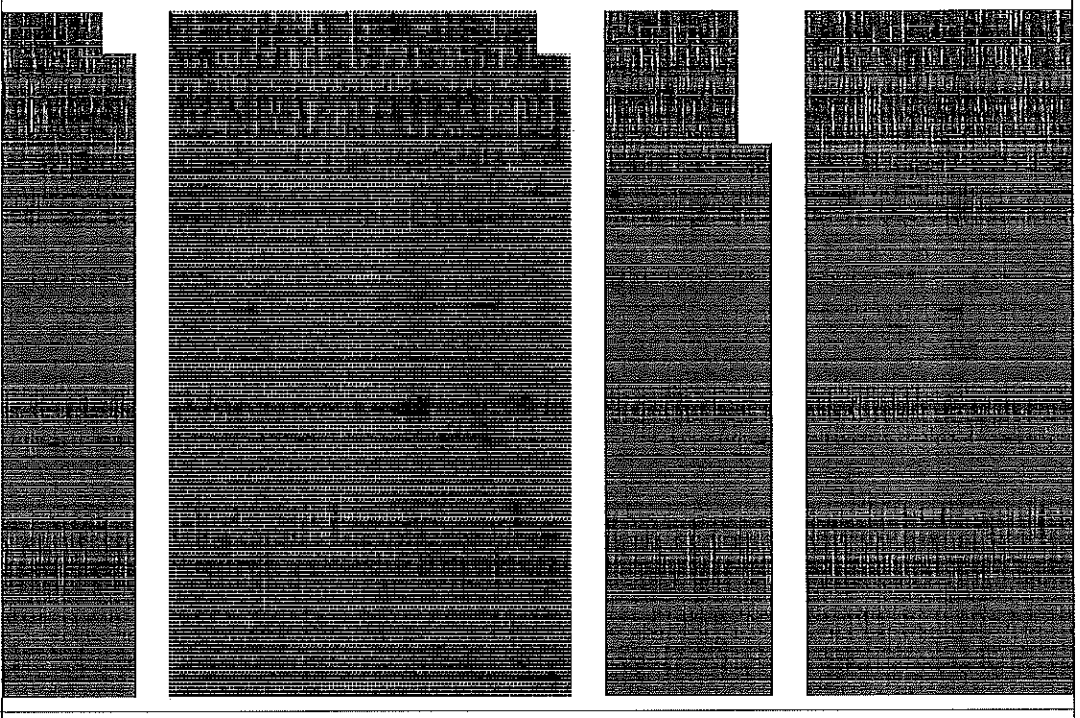
5. Annex E




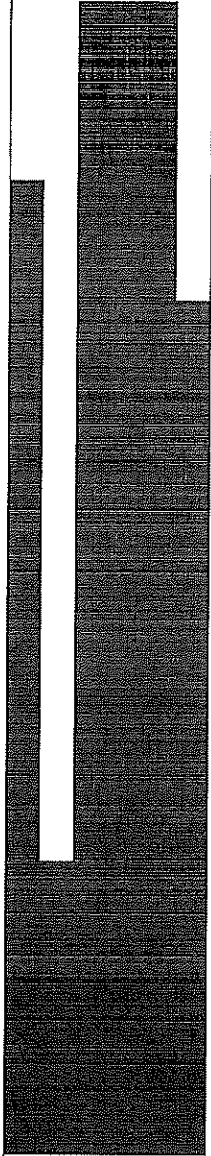

5. Annex E

5. Annex E

5. Annex E

5. Annex E

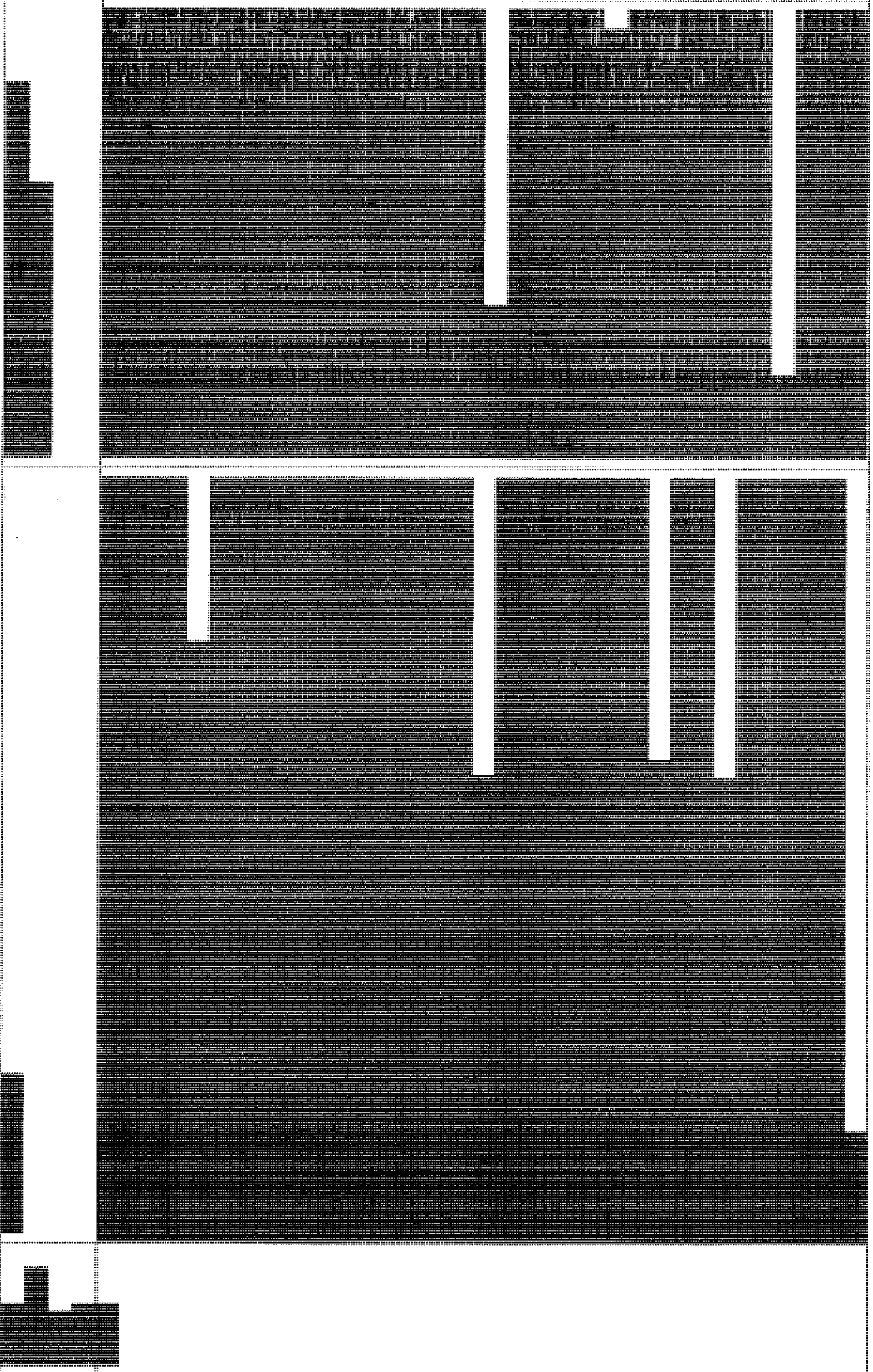
[Redacted text block]

[Redacted text block]

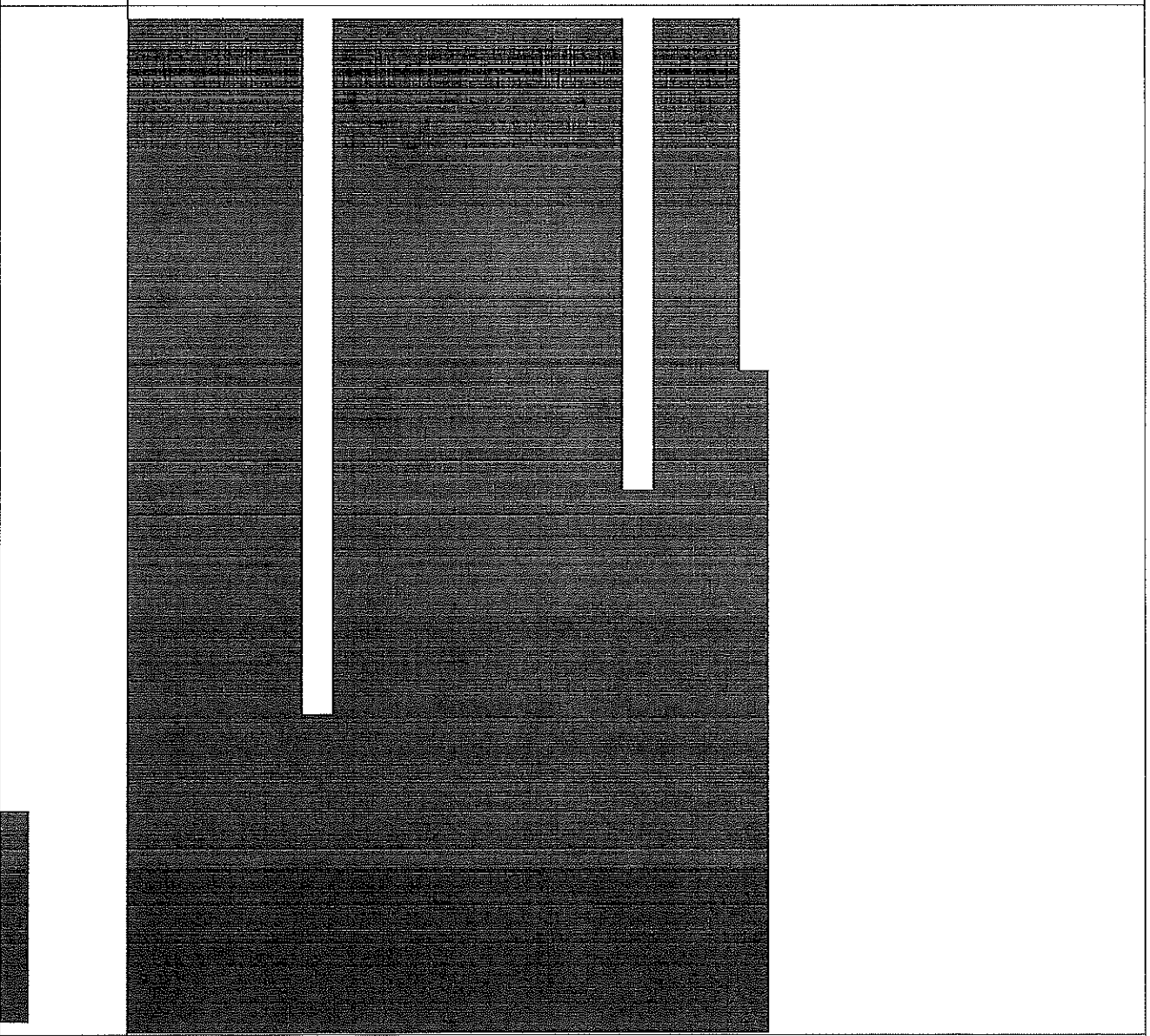
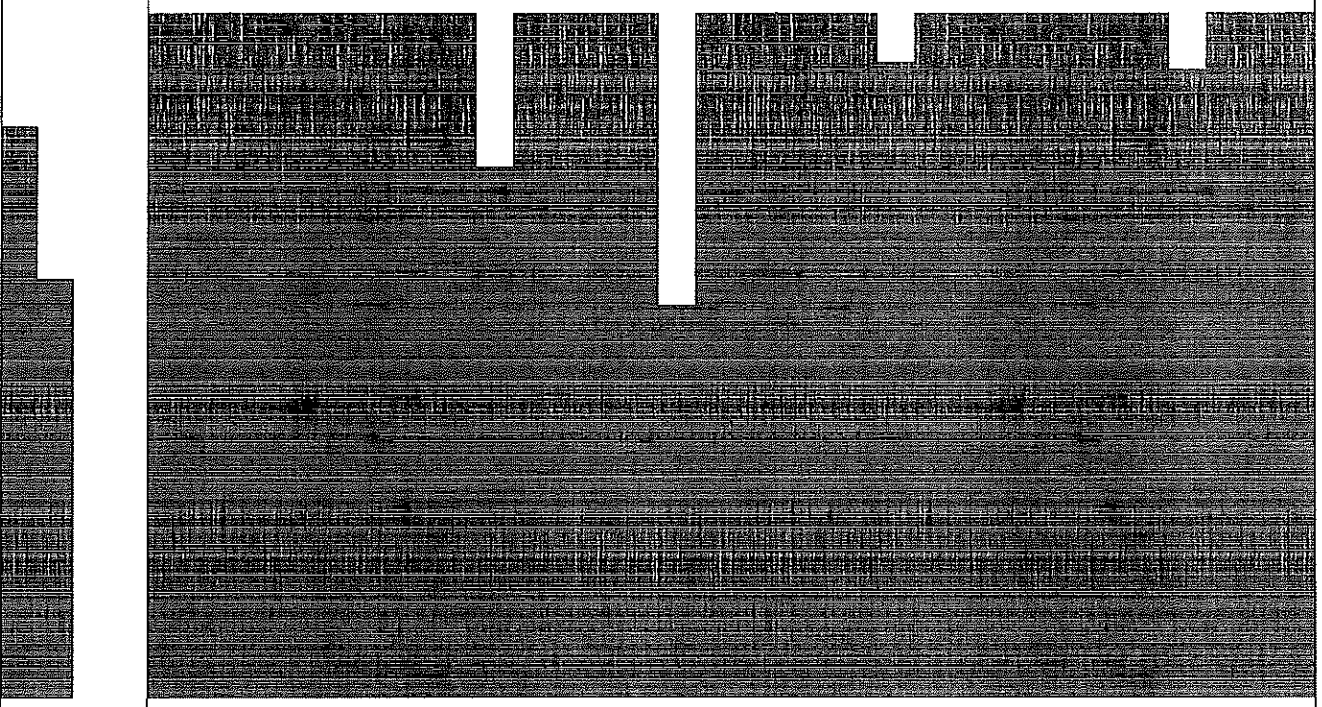
5. Annex E

		
--	--	--

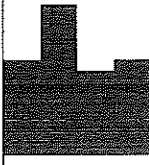

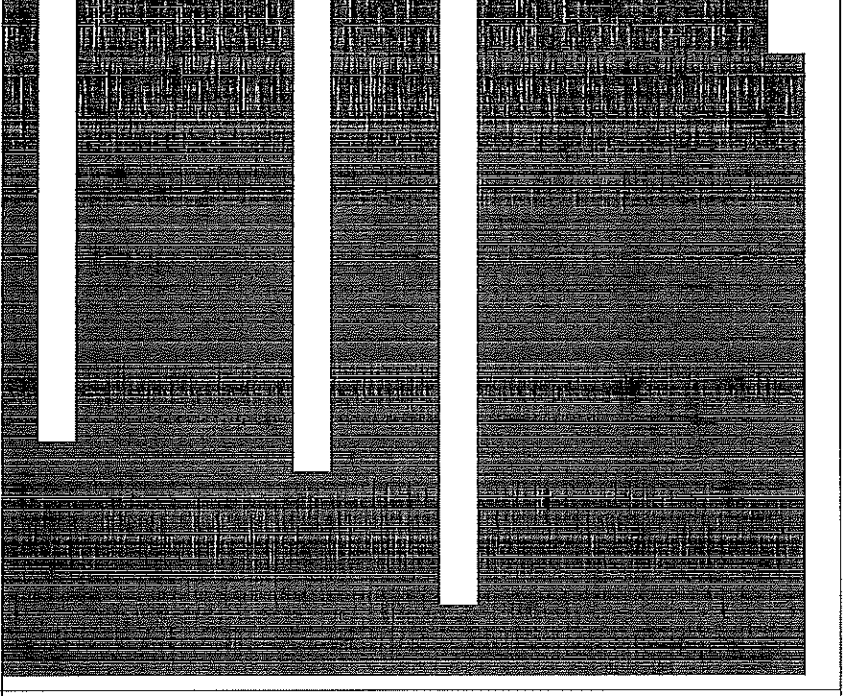
5. Annex E




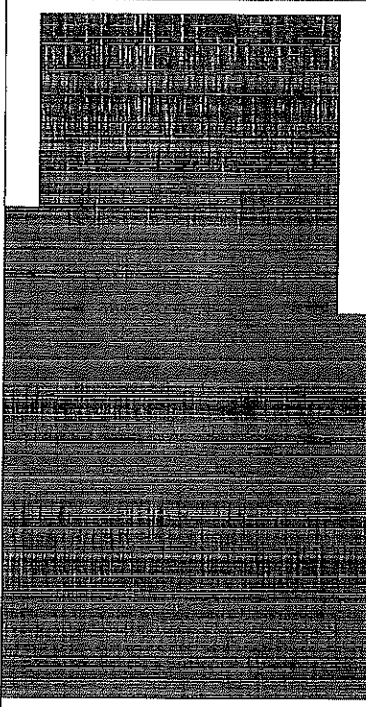
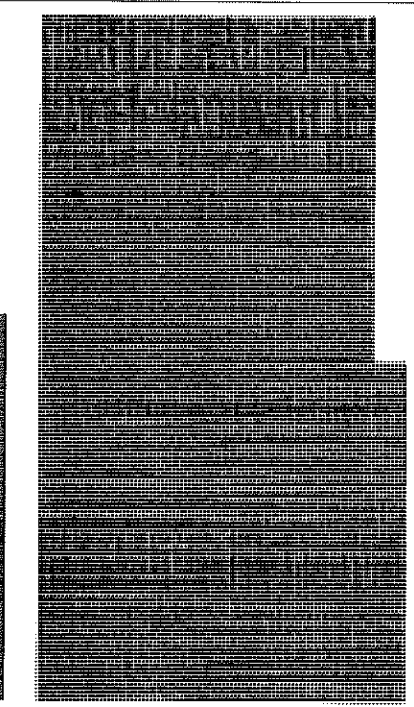
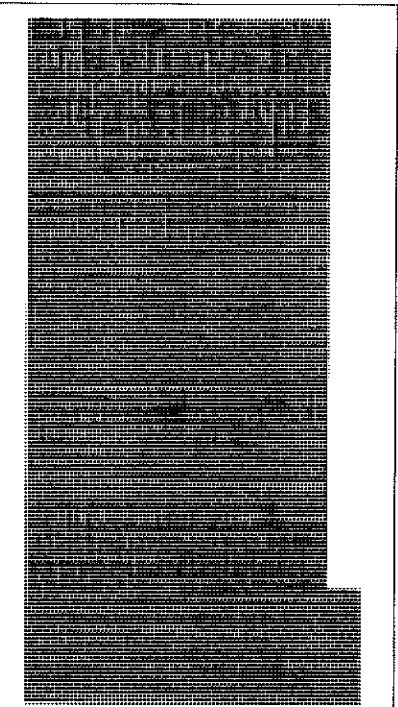

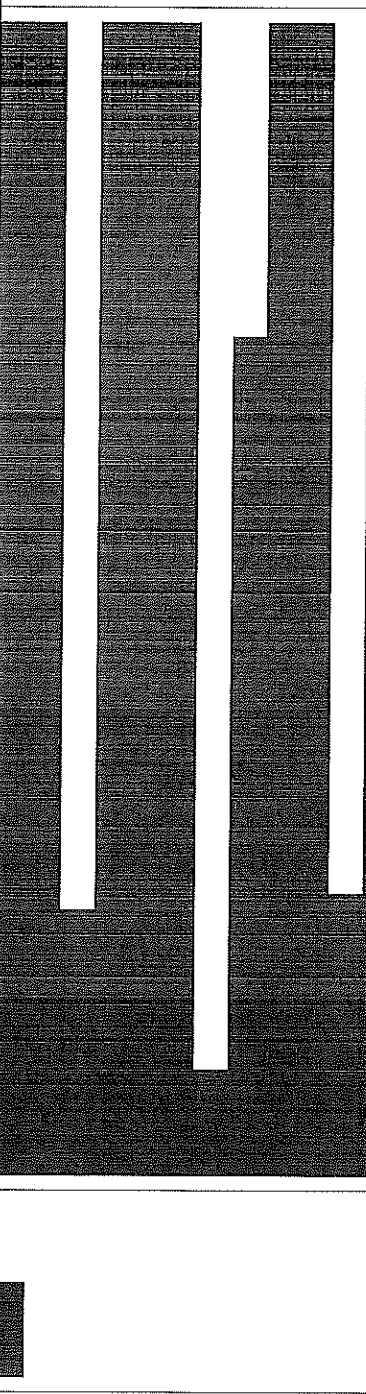
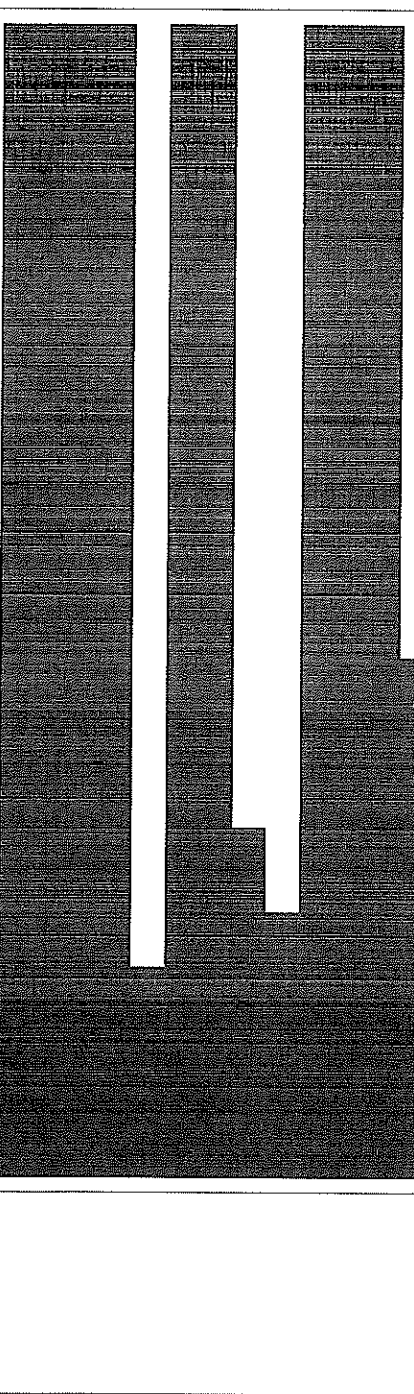
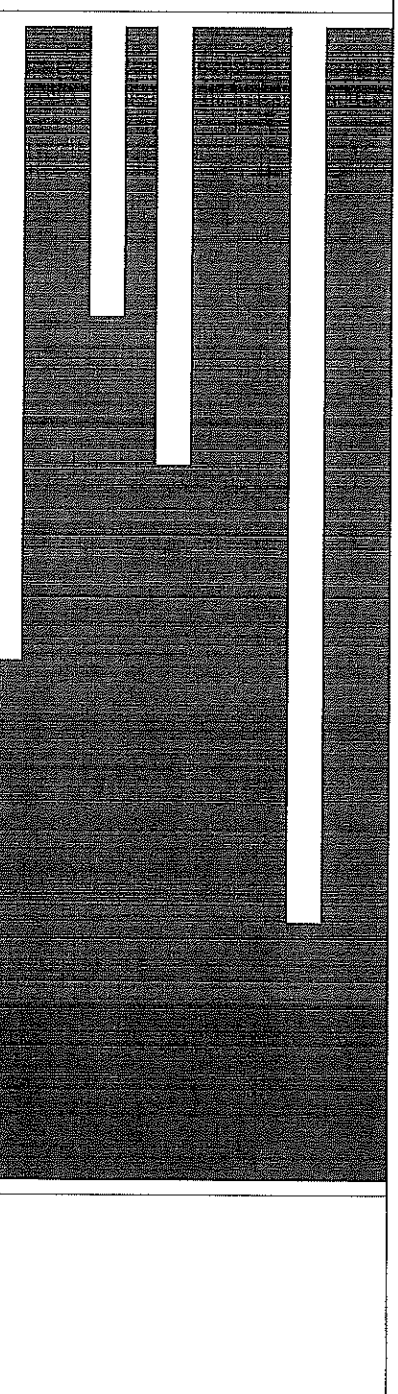
5. Annex E



5. Annex E

5. Annex E

5. Annex E

