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Clare Haughey
Convener
Health, Social Care and Sport Committee

14 September 2023

Dear Convener

Re: Follow-up Information Requested on Recruitment and Workforce Impact

I am writing in response to the requests made during my appearance at the Health, Social Care, and Sport Committee on September 5, 2023. I appreciate the committee's commitment to ensuring the effectiveness of our healthcare system, and I am pleased to provide the requested information.

1. Uptake of Bursaries in General Practice Speciality Training Recruitment:

- 100% of training places advertised so far this year in General Practice have filled successfully (273 posts, accurate as of 25 July 2023). These trainee doctors will take up post in August.
- A total of 109 of these training placements attracted a £20,000 bursary, which is applied to placements in hard to fill (including remote and rural) locations across Scotland. The scheme is administered by NHS National Education Scotland.
- There is one final recruitment round still ongoing for those taking up placements in February 2024. The end-year position will be known in November.
- We have funded the creation of 35 additional GP training places this year, bringing the total number of extra places created since 2016 to 135.

2. Assessment of Incentives for Deep End GP Practices:

- The Golden Hello scheme offers a bursary of up to £10,000 to every GP taking up an eligible vacant post in both remote and rural areas and areas of higher deprivation. This is administered by Health Boards.
- For areas of higher deprivation, the GP contract provides that GPs who join a practice in these areas for the first time can receive a payment based on the practice's level of deprivation. Health Boards are responsible for administering this entitlement locally from the general resources provided under the Primary Medical Services (Revenue) Allocation.
- The Scottish Government has asked NES to evaluate the wider Golden Hello scheme and the impact it makes on GP recruitment for this financial year.



3. Impact of Brexit on the Scottish Workforce:

We do not have any data that relates specifically to the impact of Brexit on the Scottish Workforce, but a publication was produced last year on the contribution of EU workers in the social care workforce. This is available on the Scottish Government website at: [The Contribution Of EU Workers In The Social Care Workforce In Scotland 2022 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/contributions-eu-workers-social-care-workforce-scotland-2022/pages/index.aspx).

It is difficult to disentangle the impact of Brexit specifically from COVID-19 and an emergence of a more competitive job market. However, it is clear that Brexit, and a corresponding decline in the number of available EU nationals applying for jobs and working in the sector, means that the sector now has less flexibility to respond to ongoing labour supply challenges.

4. Tracking of Uptake of Bursaries for Paramedics, Nursing, and Midwifery Students:

Information on the number of paramedic, nursing and midwifery students receiving different types of support from the Student Awards Agency Scotland (SAAS) is published annually in their National Statistics release (see page 13 of main publication): [National Statistics Publications \(saas.gov.uk\)](https://www.nationalstatistics.gov.uk/publications/saas)

5. Tracking of Subsequent Employment for Paramedics, Nursing and Midwifery Students:

- The Higher Education Statistics Agency (HESA) collect information on students and qualifiers at UK Higher Education Providers (HEIs). Destinations data is collected through the Graduate Outcomes Survey which looks at activity approximately 15 months after course completion. Data for the 2020-21 academic year was published in May 2023 and is available here: [Graduate Outcomes 2020/21: Summary Statistics - Summary | HESA](https://www.hesa.ac.uk/news/2023/05/graduate-outcomes-2020-21).
- The lowest subject grouping currently published is 'Subjects Allied to Medicine'. More detailed ad hoc analysis would be required to understand specific activities of nursing, midwifery and paramedic students.
- For paramedics, this is the first year that students who graduated from SG controlled programmes have entered employment, so the data is not currently complete/available.

I want to assure the committee that we take these matters seriously and are committed to ensuring that our healthcare system remains robust and responsive to the needs of our communities.

If you require any further clarification or have additional questions, please do not hesitate to contact me.

Yours sincerely



Caroline Lamb