



THE SCOTTISH OFFICE

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National Health Service in Scotland
Management Executive

COMMON SERVICES AGENCY	
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AND <i>Chern</i>	

St. Andrew's House
Edinburgh EH1 3DG
25 May 1995

Dear Colleague

**SCOTTISH HEALTH SERVICE:
SENIOR REGISTRAR ESTABLISHMENT 1995
CAREER REGISTRAR TARGETS 1996**

Summary

1. This circular advises NHS Trusts and Health Boards of the establishment for Senior Registrars and of the revised 1996 targets for Career Registrars.

2. It is expected that this will be the last such circular before the changeover to the Specialist Registrar grade is implemented as part of the Calman proposals for Specialist Medical Training.

Action

3. NHS Trusts, Health Boards and the Common Services Agency are asked to ensure that the senior registrar establishment is maintained, especially in the shortage specialties. This year's establishment is shown by region in Appendix B.

4. A revised set of Career Registrar targets for 1996 (replacing those set in 1993) is shown in Appendix C.

5. Employers must ensure that posts have been approved as training posts by the appropriate Joint Committee on Higher Training before proceeding to fill them. The Management Executive should be notified immediately if any post ceases to be recognised for training purposes.

6. It is also necessary to ensure that all registrar and senior registrar posts in specialties where a Joint Committee on Higher Training is prepared to accredit part-time training are advertised in such a way that candidates unable for well founded reasons to work full-time should be able to apply. In addition, employers in co-operation with Postgraduate Deans and Directors should identify potential part-time posts which could be included in the scheme published in circular NHS MEL(1993)43, which was issued on 2 April 1993. The Management Executive will monitor and review the position at regular intervals. They should be kept informed of all part-time appointments to senior registrar and career registrar posts, including the sharing of whole-time posts.

Circulars MEL(1994)45 and MEL(1993)158 are cancelled

Addressees

For action:
Chief Executives, NHS Trusts

General Managers, Health Boards

Executive Director, Scottish Council for Postgraduate Medical and Dental Education

Postgraduate Deans and Directors

General Manager, Common Services Agency

General Manager, State Hospital

For information:
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7. This Circular has not given any breakdown of the figures between different Trusts within a Region. The distribution of posts should be determined locally in discussions between Postgraduate Deans and individual employers.

Yours sincerely

M R Sibbald

M R SIBBALD
Director of Human Resources

APPENDIX A TO NHS MEL(1995)
SENIOR REGISTRAR ESTABLISHMENT 1995
REVISED CAREER REGISTRAR TARGETS 1996

Appendix B sets out the distribution for medical Senior Registrars in 1995 by specialty and by region. It replaces Appendix B of NHS Circular MEL(1994)45.

Appendix C gives the revised set of Career Registrar targets for the period ending 31 December 1996. It replaces Appendix B of NHS Circular MEL(1993)158.

Senior Registrar Establishment 1995

1. The overall hospital senior registrar establishment is now 500. This excludes the posts in homeopathy and intensive therapy which are available only on rotation from another specialty and do not form part of the total establishment.
2. The factors taken into account in assessing the required number of senior registrars include the number of consultant vacancies (including honorary posts) likely to arise because of retirements, deaths and expansion as well as movement into and out of the Health Service in Scotland at consultant and senior registrar level.
3. Allocations between NHS senior registrar posts and university posts (honorary) have always been flexible and adjustments between the 2 types of post within individual specialties can be made by mutual agreement during the year without reference to the Management Executive so long as the relevant establishment is not exceeded.
4. The establishment for medicine covers general medicine, communicable disease, cardiology, clinical pharmacology and therapeutics, endocrinology and diabetes, gastroenterology, nephrology, rheumatology and respiratory medicine.
5. One post within the medical paediatrics establishment for each Region (and in the West 2 posts) should be used for training in paediatrics with a special interest in community child health.
6. The Department will continue to consider proposals to create supernumerary posts on a personal basis for full-time or part-time senior registrars mainly or exclusively engaged on research work, provided educational approval is obtained from the appropriate Joint Committee on Higher Training. Employers should not create such posts without Management Executive approval.
7. The establishment for Public Health Medicine covers both senior registrar and registrar grades. It is now shown by region.

Revised Career Registrar Targets 1996

8. The career registrar targets for 1996 are based on a 1:1 relationship between SR posts and career registrar posts in most specialties. This

recognises that time spent in the registrar grade is normally less than time spent in the senior registrar grade, but allowance is made for a proportion of career registrars not proceeding to senior registrar. Changes since 1993 in the SR establishment are now reflected in the career registrar targets. Target figures in General Medicine and Obstetrics and Gynaecology were already increased to allow for the higher incidence of movement to other specialties. The targets replace those published in NHS MEL(1993)158. Continued movement towards the targets will facilitate the introduction of the specialist registrar grade.

9. Regional Postgraduate Medical Education Committees in planning for these targets will need to take into consideration both the local services and the training requirements of each post. Other changes to medical staff deployment will be required to ensure that the quality of care and delivery of services are maintained and improved and attention given to the number of hours worked by doctors in the training grades.

10. The Scottish Council for Postgraduate Medical and Dental Education (SCPMDE) is planning for some career registrar posts in selected specialties to be converted to senior registrar posts. This will permit increases in the SR establishment in anaesthetics, obstetrics and gynaecology and general psychiatry.

APPENDIX B TO NHS MEL(1995)
SENIOR REGISTRAR ESTABLISHMENT 1995

SPECIALTY	WEST	SOUTH EAST	EAST	NORTH	CSA	TOTAL	CHANGE FROM 1994 ESTABLISHMENT
HOSPITAL SPECIALTIES (3,4)	222	138	61	72	4	500	27
ACCIDENT AND EMERGENCY MEDICINE	6	3	1	1	-	11	-
ANAESTHETICS	31	17	8	9	-	65	10
CLINICAL LABORATORY SPECIALTIES	23	14	5	7	4	52	(2)
Blood transfusion	-	-	-	-	4	4	-
Clinical chemistry	2 +	1 +	1 +	1 +	-	4	(1)
Clinical genetics	3	1	-	1	-	5	-
Haematology	3	3	1	1	-	8	-
Histopathology	8 +	5 +	2 +	3 +	-	17	(1)
Immunology	1 *	*	*	*	-	2	-
Microbiology and virology	6	4	1	1	-	12	-
MEDICAL SPECIALTIES	58	40	17	16	-	132	7
Dermatology	3	2	1	1	-	7	-
Medicine (1)	25 *	17*	7 *	9 *	-	59	4
Genito-urinary medicine	3	2	-	-	-	5	-
Geriatric medicine	6	3	2	1	-	12	-
Homeopathy (2)	1	-	-	-	-	1	-
Medical oncology	1	2	-	-	-	3	-
Medical paediatrics	12	7	4	5	-	28	3
Neurology	2	1	1	-	-	4	-
Palliative medicine	1	2	1	-	-	4	-
Radiotherapy	3	2	1	-	-	6	-
Rehabilitation medicine	1 *	2 *	-	-	-	4	-
OBSTETRICS AND GYNAECOLOGY	11	6	4	4	-	25	1
OCCUPATIONAL HEALTH	1 *	-	- *	-	-	2	-
PSYCHIATRIC SPECIALTIES	28	20	11	13	-	72	1
Child and adolescent psychiatry	6	3	2	2	-	13	-
Forensic psychiatry	2	1	2	-	-	5	-
General psychiatry	15	12	6	8	-	41	-
Mental handicap	2	2	1	-	-	5	-
Old age psychiatry	2	1	-	3	-	6	1
Psychotherapy	1	1	-	-	-	2	-
RADIOLOGY	17	9	2	6	-	34	3
Diagnostic Radiology	16	9	2	6	-	33	3
Nuclear medicine	1	-	-	-	-	1	-
SURGICAL SPECIALTIES	47	29	13	16	-	106	7
Cardiothoracic surgery	2	1	-	1	-	4	-
ENT surgery	6	3	1	1	-	11	1
General surgery	11	8	4	5	-	28	1
Neurosurgery	3	1	-	-	-	4	-
Ophthalmology	6	4	3	3	-	16	2
Orthopaedic surgery	10 *	5 *	3 *	5 *	-	24	1
Plastic surgery	3	2	1	-	-	6	-
Surgical paediatrics	1	1	-	-	-	2	-
Urology	5	4	1	1	-	11	2
OTHER SPECIALTIES	1	1	-	-	-	1	-
Neurophysiology	1	-	-	-	-	1	-
Intensive therapy (2)	1	1	-	-	-	2	-
PUBLIC HEALTH MEDICINE (5)	16	7	3	5	2	33	-

1. Medicine covers general medicine, communicable disease, cardiology, clinical pharmacology and therapeutics, endocrinology and diabetes, gastroenterology, rheumatology and respiratory medicine.
 2. Training slots only. Not part of manpower establishment.
 3. Not including the slots in homeopathy and intensive therapy.
 4. The region 'all specialty' totals do not take account of those posts which have still to be decided.
 5. The establishment for public health medicine covers the senior registrar and registrar grades.
- * This includes a post which has still to be decided.
+ Reduction of 1 post which has to be decided later.

APPENDIX C TO NHS MEL(1995)
REVISED CAREER REGISTRAR TARGET FOR 1996

SPECIALTY	WEST	SOUTH EAST	EAST	NORTH	CSA	TOTAL	CHANGE IN 1996 TARGET
ALL SPECIALTIES (3)	225	142	63	76	4	510	33
ACCIDENT AND EMERGENCY MEDICINE	6	3	-	2	-	11	1
ANAESTHETICS	28	15	8	9	-	60	10
CLINICAL LABORATORY SPECIALTIES	22	14	5	7	4	52	(9)
Blood transfusion	-	-	-	-	4	4	-
Clinical chemistry	1	1	1	1	-	4	(2)
Clinical genetics	3	1	-	1	-	5	-
Haematology	3	3	1	1	-	8	-
Histopathology	7	5	2	3	-	17	(6)
Immunology	2	-	-	-	-	2	-
Microbiology and virology	6	4	1	1	-	12	(1)
MEDICAL SPECIALTIES	61	43	19	18	-	141	10
Dermatology	3	2	1	1	-	7	-
Medicine (1)	28	20	9	11	-	68	-
Genito-urinary medicine	3	2	-	-	-	5	-
Geriatric medicine	6	3	2	1	-	12	(1)
Homeopathy (2)	1	-	-	-	-	1	-
Medical oncology	1	2	-	-	-	3	1
Medical paediatrics	12	7	4	5	-	28	7
Neurology	2	1	1	-	-	4	1
Palliative medicine	2	1	1	-	-	4	1
Radiotherapy	3	2	1	-	-	6	-
Rehabilitation medicine	1	3	-	-	-	4	1
OBSTETRICS AND GYNAECOLOGY	13	8	5	5	-	31	-
OCCUPATIONAL HEALTH	1	-	1	-	-	2	-
PSYCHIATRIC SPECIALTIES	28	20	11	13	-	72	4
Child and adolescent psychiatry	6	3	2	2	-	13	-
Forensic psychiatry	2	1	2	-	-	5	-
General psychiatry	15	12	6	8	-	41	1
Mental handicap	2	2	1	-	-	5	-
Old age psychiatry	2	1	-	3	-	6	3
Psychotherapy	1	1	-	-	-	2	-
RADIOLOGY	18	10	-	6	-	34	4
Diagnostic Radiology	17	10	-	6	-	33	4
Nuclear medicine	1	-	-	-	-	1	-
SURGICAL SPECIALTIES	47	29	14	16	-	106	13
Cardiothoracic surgery	2	1	-	1	-	4	-
ENT surgery	5	3	1	2	-	11	2
General surgery	12	7	4	5	-	28	2
Neurosurgery	3	1	-	-	-	4	-
Ophthalmology	7	4	3	2	-	16	2
Orthopaedic surgery	9	6	4	5	-	24	3
Plastic surgery	3	2	1	-	-	6	1
Surgical paediatrics	1	1	-	-	-	2	-
Urology	5	4	1	1	-	11	3
OTHER SPECIALTIES	1	1	-	-	-	1	-
Neurophysiology	1	-	-	-	-	1	-
Intensive therapy (2)	1	1	-	-	-	2	-

1. Medicine covers general medicine, communicable disease, cardiology, clinical pharmacology and therapeutics, endocrinology and diabetes, gastroenterology, rheumatology and respiratory medicine.
2. Training slots only. Not part of manpower establishment.
3. Not including the slots in homeopathy and intensive therapy.