

Lead Employer Arrangements

- From **August 2018**, doctors in training will have one employer for the duration of a training programme.
- NHS Scotland is moving to just **4 'employing Boards'** for doctors and dentists in training.
- **'Placement Boards'** will continue to host trainees on placement as part of the training programme.
- **Employing Boards** will have **employment responsibilities**, these may be delivered by the placement on behalf of the employer. The doctor or dentist in training will receive one contract and remain on the employing Board payroll for the duration of the training programme.
- The placement Boards will continue to have **clinical governance responsibility** for those engaged in providing clinical care to placement Board patients.
- **The lead employer model** has been developed in partnership with **the British Medical Association**.
- Dentists in training will move to the new arrangements incrementally from **August 2019**.



Once for Scotland

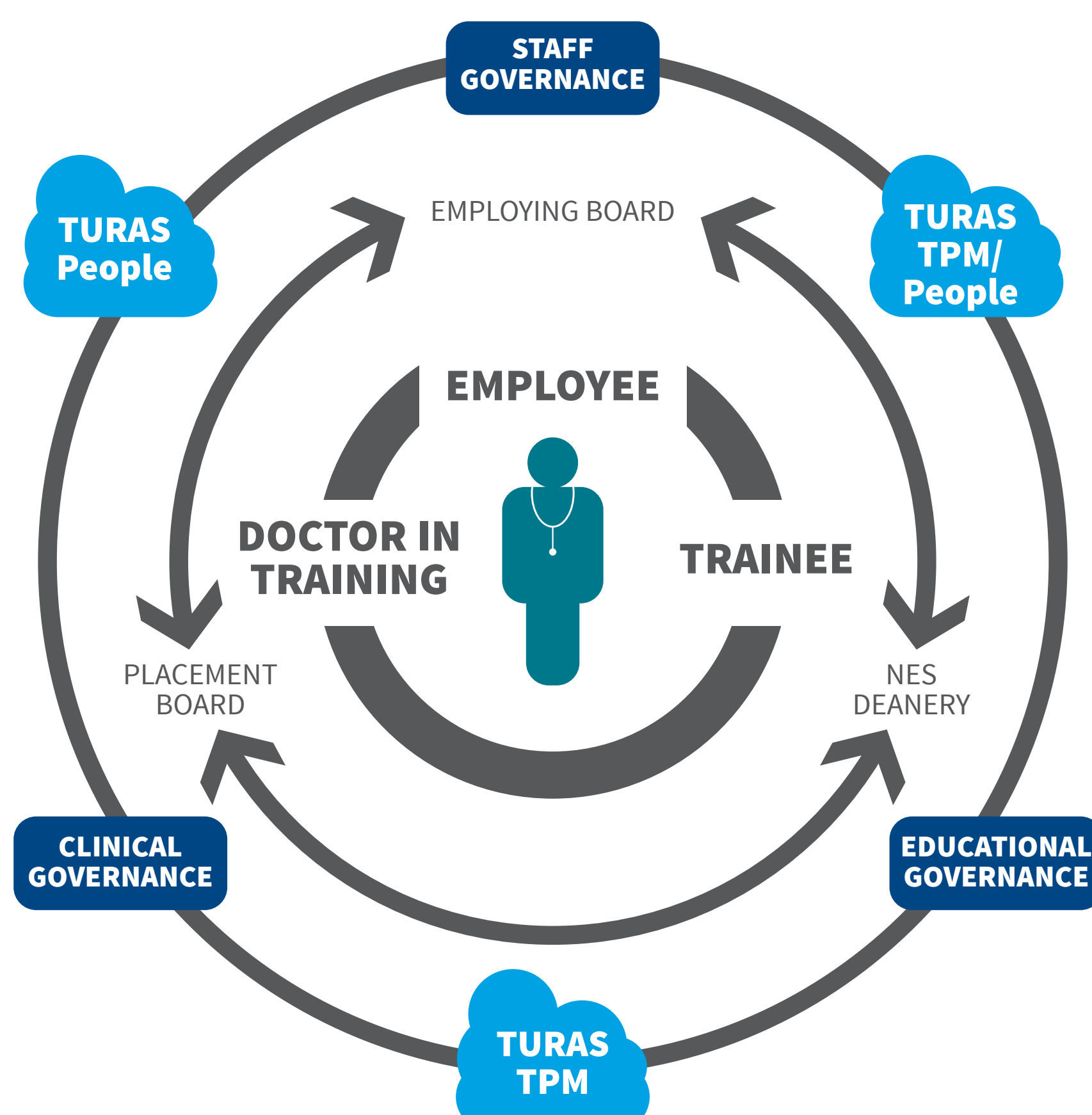
Benefits of Once for Scotland Approach

Attraction	<ul style="list-style-type: none"> • Ease of movement between rotations makes Scotland a more attractive destination for Training.
Improved trainee employment experience	<ul style="list-style-type: none"> • Engagement through trainee surveys, exit questionnaires and iMatter demonstrate an improved employee experience for trainees.
Once for Scotland On Boarding	<ul style="list-style-type: none"> • Reduced PVG, Tier 2, Occupational Health Costs and administration. • Improved consistency of treatment for trainees across training programmes.
Sharing Information (maternity, absence, performance, payroll)	<ul style="list-style-type: none"> • Reduced complexity for maternity and sickness absence administration. • Improved performance management. • Continuous service resulting in reduced payroll issues for trainees, e.g. emergency tax code, access to mortgages.

Employing Board Information

Training programmes have been allocated across the employing Boards as detailed below:

NHS Education for Scotland		
• General Practice Specialty Training	• Occupational Medicine	• Public Health
NHS Grampian		
• Foundation, core and specialty junior doctors (excluding GPs) in the North Region of Scotland (NHS Highland, NHS Orkney, NHS Shetland, NHS Western Isles, NHS Tayside and NHS Grampian).	• Child and Adolescent Psychiatry • Old Age Psychiatry • Intellectual Disability Psychiatry • Medical Psychotherapy	• Medical Ophthalmology East/North regional programmes: • Urology, ENT, East Medical Microbiology
NHS Greater Glasgow and Clyde		
• Foundation, core and specialty junior doctors (excluding GPs) in the West Region of Scotland (NHS Ayrshire and Arran, NHS Dumfries and Galloway, NHS Forth Valley, NHS Lanarkshire, National Waiting Times Centre, State Hospital and NHS Greater Glasgow and Clyde).	• Paediatric and Perinatal Pathology • Paediatric Cardiology Neurosurgery – National • Neurology • Medical Virology • Paediatric Surgery • Oral and Maxillo-facial Surgery	• Palliative Medicine – West • Chemical Pathology (All Scotland) • Infectious Diseases (All Scotland) • Clinical Oncology • Medical Oncology • Broad Based Training
NHS Lothian		
• Foundation, core and specialty junior doctors (excluding GPs) in the East Region of Scotland (NHS Borders, NHS Fife and NHS Lothian).	• Diagnostic Neuropathology • Plastic Surgery • Forensic Histopathology	• Clinical Pharmacology and Therapeutics • Community and Sexual and Reproductive Health • Cardio-thoracic Surgery (all) • Genito-urinary Medicine • Vascular Surgery • Rehabilitation Medicine • Forensic Psychiatry • Clinical Genetics East/North regional programmes • Core Surgical Training



Turas People

Turas People will be used by doctors in training and medical staffing/HR Departments in Boards to share information on the placement and employment of junior doctors in Boards.

Information provided at recruitment and programme allocation information will feed into Turas People to assist in the pre-employment checks required for employment

with one of the employing Boards for the duration of a training programme. Turas People will assist in making the employment journey more straightforward and provide a central place for users to access, receive and store employment related information.

The Turas platform is cloud based, meaning that employment related information stored on Turas People can be accessed anywhere and from multiple devices.