

# The Scottish Government Health Department

## Reshaping the Medical Workforce in Scotland



### What our client wanted

NHSScotland faced a reduction in the availability of doctors in training for delivering patient services due to the impact of *Modernising Medical Careers* (MMC), the European Working Time Directive and the policy of moving towards a service with greater reliance on 'trained doctor' input. The Scottish Government Health Department (SGDH) established a project entitled 'Reshaping Scotland's Medical Workforce 2008 – 2018' with the aim to:

- establish consensus within the Scottish medical profession and NHS on what a 'trained doctor' delivered service should mean
- develop a method for medical workforce planning that assists and ensures consistency across services and to develop realistic projections of trained doctor requirements

The SGHD wanted input from a wide range of stakeholders. A key aim was the engagement of medical communities. Because of the potential for conflicting stakeholder interests, the SGHD engaged independent facilitators to reduce the risk of perceived bias in the process.

### What Frontline did

Frontline supported the SGHD project team in planning the events, each of which was attended by around 100 delegates. We helped co-ordinate the programmes and facilitated and recorded 'breakout' workshop sessions. Frontline produced reports from the events for circulation to all stakeholders. These presented the principal outputs from the breakout groups, and provided a summary overview of the key points.

### What difference we made

Frontline's skills and experience in facilitation of large scale events and working with high profile clients was important in making these events successful. The outputs were valuable in delivering the objectives of the workforce reshaping project.

### What our client said

***"The objective and experienced facilitation offered by Frontline helped us to make major strides forward in understanding the problems, potential solutions and the barriers to change in taking forward this project. Their prior knowledge and understanding of the NHS was particularly valuable to us."***

Dr Alastair Cook, Senior Medical Officer, Scottish Government Health Workforce Directorate

**Frontline Consultants**

We help you do things better  
[www.frontline-consultants.com](http://www.frontline-consultants.com)