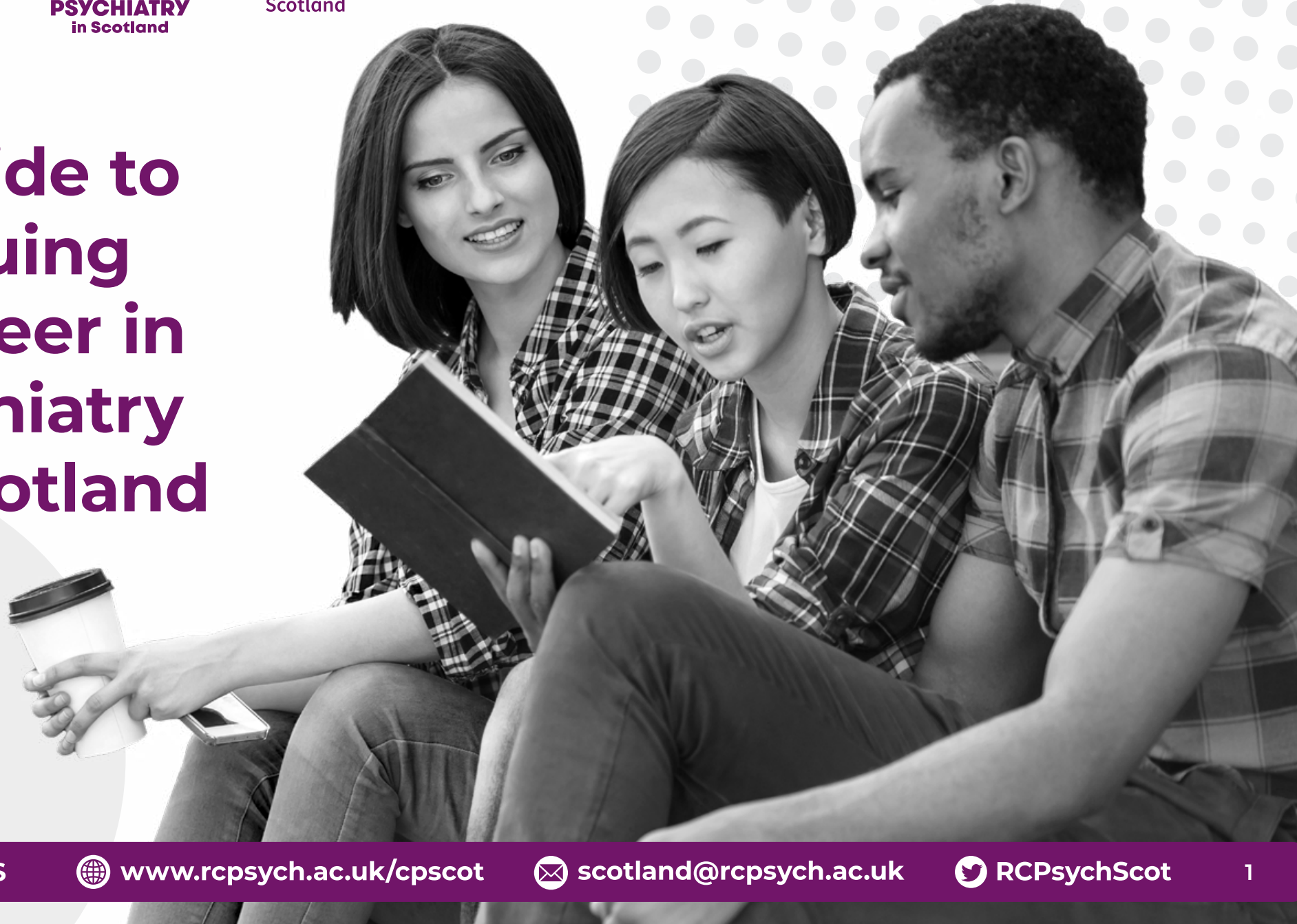




# A guide to pursuing a career in psychiatry in Scotland



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# Introduction

Psychiatry is at a critical point. Rates of mental illness are on the rise and there is an increased awareness amongst the public. Parity of esteem with physical health is high on the agenda of the College.

The Scottish Government has pledged further increases in funding to mental health services. This is the perfect time to **Choose Psychiatry** as a career destination. Scotland offers world class medical education and training in psychiatry.

Dr Ihsan Kader, Chair, Choose Psychiatry in Scotland

We have a close knit psychiatric community with strong links between Health Boards, NHS Education for Scotland, Scottish Government and the Royal College of Psychiatrists in Scotland, whilst maintaining our bond with colleagues in the rest of the UK and beyond. Scotland offers enriching and inspiring opportunities for an ideal work-life balance, allowing for a long and fulfilling career in psychiatry.

As a young person with lived experience – I know how important psychiatry is.

At the age of seven, I had to wait another eight years to finally get the specialist help I needed. Now 22, my mental health is much better, but I still have my ups and downs. If I'd had treatment much earlier then, I might have not had the same mental health problems I face today.

The fact is, we urgently need more psychiatrists, especially for young people and that's why the Choose Psychiatry campaign is so important. It's why we need you to **Choose Psychiatry**.

Charlie MacKenzie-Nash,  
RCPsych in Scotland Child  
& Adolescent Faculty Service  
User Representative



# Careers in psychiatry

As a psychiatrist, you will have a real opportunity to change people's lives for the better. You will be at the forefront of treating people's mental health, drawing on a combination of your scientific knowledge, medical expertise and interpersonal skills.

Psychiatry offers flexibility, career progression and the ability to shape a career pathway around a wide variety of other interests. You can work anywhere in the world in a range of settings, from hospitals to people's homes. Psychiatrists face new and interesting challenges every day, but are well supported by their medical colleagues and mental health teams.

There are many different routes into careers in psychiatry in Scotland. Some people choose to go straight from medical school into training, others may start their training in a different specialty and then change to psychiatry. Scotland welcomes international doctors who wish to train or enhance their careers in a different country.





# Which Specialty?

Psychiatry also offers a range of sub-specialties to consider:

- + Addiction
- + Rehabilitation
- + Child and Adolescent
- + Forensic
- + General Adult
- + Intellectual Disability
- + Liaison
- + Medical Psychotherapy
- + Old Age
- + Perinatal
- + Eating Disorders (ScotFED)
- + Neuropsychiatry

Working in **addiction psychiatry** in Scotland for the NHS is hugely rewarding. The sub-specialty is hard to train in in other parts of the UK as in many places NHS addiction services have moved to being provided by charities and other agencies; this is not the case in Scotland.

Addiction medicine offers clinicians the chance to bring together psychiatry, public health and aspects of general medicine, all of this is combined within a fast moving political agenda.

Scotland offers the opportunity to provide addiction treatment in urban, rural and remote sites often all within in a single health board. There is a great network of specialists across Scotland and this allows rapid information sharing and updates across sites.

Mike Kehoe,  
Consultant Psychiatrist, NHS Lothian





Perinatal psychiatry offers the unique experience of supporting women, carers and their families during the maternity journey – from pre-conceptual counselling up to the end of the postnatal period... It encompasses the prevention of illness in women most at risk of relapse during the perinatal period, and also acute management of psychiatric emergencies such as postpartum psychosis and suicidality.

It is rewarding to see the transformations that occur during the transitions into parenthood, whilst supporting women, carers and families affected by mental illness. Perinatal psychiatry provides the opportunity to develop a unique skill set, including knowledge of pharmacological management during pregnancy and lactation, and interventions to support the developing mother-infant relationship in the context of mental illness.

Scotland is currently in a period of unique service development both within perinatal mental health services, as well as infant mental health services, and has a range of exciting opportunities for aspiring perinatal and infant psychiatrists, as well as a supportive community of peers and a national perinatal mental health managed clinical network.

Selena Gleadow Ware,  
Consultant Perinatal Psychiatrist and Chair,  
Perinatal Faculty, RCPsych in Scotland

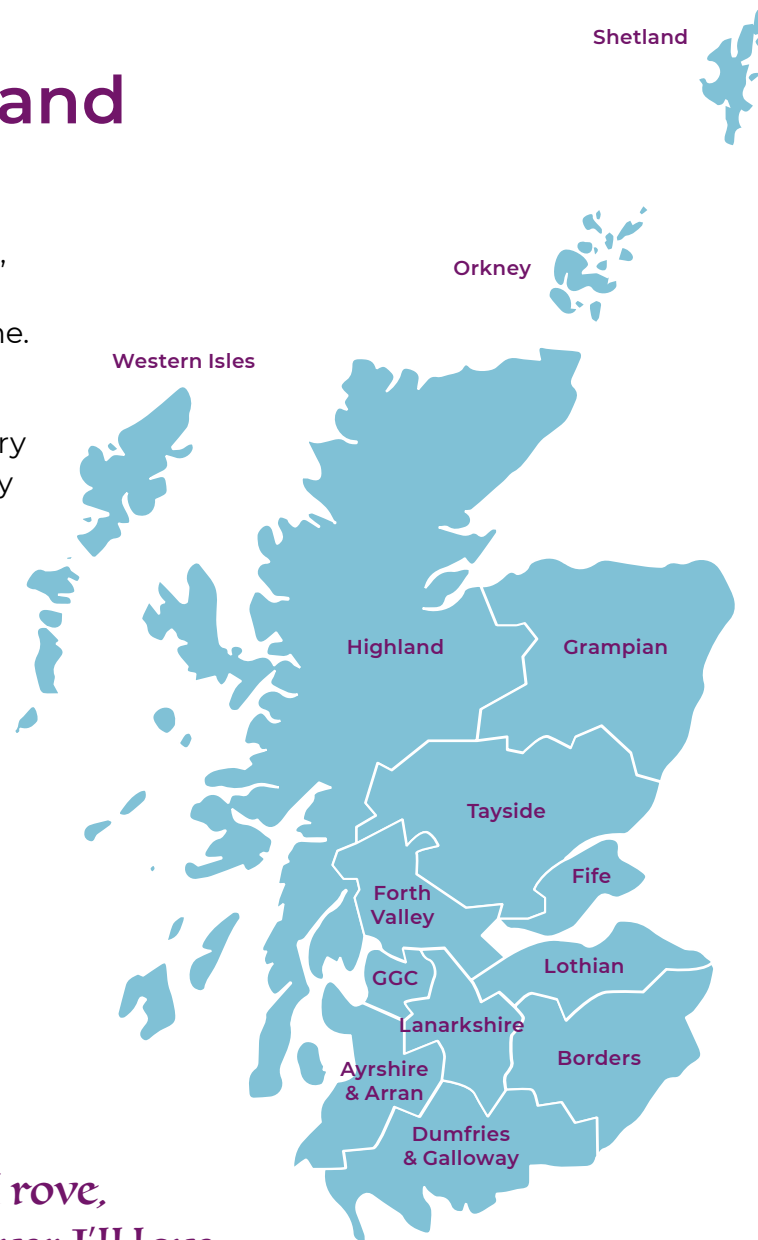


# Working in Scotland

A small country whose friendliness and determination are renowned worldwide, Scotland is progressive, inclusive and forward-looking, and welcomes everyone.

With the highest number of medical schools per capita than any other country in Europe, Scotland boasts a long history of excellence in healthcare and health research.

NHSScotland is recognised as one of the best healthcare systems in the world. The biggest employer in the country, it operates 22 Health Boards and employs around 163,000 people across 70 different professions.



*Wherever I wander, wherever I rove,  
The hills of the Highlands forever I'll love.*

Robert Burns

I have worked overseas, as well as in Scotland. In comparison to where I have worked before, I have found Scotland's training programme to be well organised, supportive and flexible. Working in Scotland has allowed me to live by a beautiful beach, while remaining easily commutable to several health boards and tertiary centres. I have the best of both worlds!

Susan Maxwell, ST5



Psychiatry in Scotland can be practiced in a multitude of different settings; in cities, towns, villages and some of the most unspoilt rural areas in Europe. You'll have a great deal of choice in the kind of work and working life you want to pursue. Scotland is host to some of the most famous events and festivals in the world, for example the Festival Fringe, Edinburgh Military Tattoo, Highland Games as well as our Hogmanay celebrations, to name but a few.

**Intellectual disability psychiatry** in Scotland is a fabulous specialty to work in. There are diverse support services within Scotland ranging from people in their own tenancies with visiting support, more traditional care homes, core and cluster, and communities such as Camphill and L'Arche. The mix of populous metropolitan areas such as Glasgow and Edinburgh, and remote rural ones, provides a range of working and living environments which means there is something to suit everyone.

ID psychiatry in Scotland is a relatively small specialty in a relatively small region which means it is easy to get to know and to network with other ID Psychiatrists for mutual support and sharing ideas. This is something which is promoted throughout the ID Psychiatry Higher Training programme as there are quarterly meetings with all trainees in the country. As it is a national programme, there is the potential for placements throughout Scotland.

I have never regretted my decision to choose ID psychiatry in Scotland: I have a job I love in a country I have come to feel more at home in than my native England. We need to stop keeping the secret and let others know the joy of this unique specialty.

Fionnuala Williams,  
Consultant, Intellectual Disability





## MYTH BUSTER

*Scotland is so remote, I'll end up miles from anywhere...*

It is true that Scotland boasts some of the world's most beautiful countryside, but we also have bustling towns and cities. Our relatively small size means you are never more than a few hours away from cosmopolitan living – London and mainland Europe are only an hour's flight away.

Lonely Planet named the Scottish Highlands and Islands (including Moray Speyside and Aberdeen) one of the **top regions in the world for travellers in 2019**, featuring fifth on the list, while the city of Dundee came **sixth in the Travel Bible's 'Best in Europe 2018' hotlist**. And let's not forget Leith, the vibrant port district of Edinburgh which Time Out hailed as **'One of the 50 coolest neighbourhoods in the world'**.

Working in the more remote areas can pose unique challenges and inventive solutions with flexible team working. Thinking outside the box is an essential skill to develop. This lends itself well to using new technology to pioneer different ways of working.

Fiona McGibbon,  
Consultant, North of Scotland

# Medical Students

## + RCPsych Student Associate / Foundation Doctor Membership

Sign up for free to access to a range of membership benefits

[www.rcpsych.ac.uk/studentassociate](http://www.rcpsych.ac.uk/studentassociate)

## + Attend conferences and events

RCPsych in Scotland offers two free medical student / foundation doctor spaces at most academic and faculty events

[www.rcpsych.ac.uk/events](http://www.rcpsych.ac.uk/events)

## + Attend your local psychiatry school

Gain an insight into psychiatry by hearing from trainees and consultants, including 'speed dating' with colleagues from all psychiatric subspecialties.

## + Join your university psychiatric society

## Apply for the RCPsych Psych Star Scheme

[www.rcpsych.ac.uk/become-a-psychiatrist/med-students/awards-prizes-and-bursaries](http://www.rcpsych.ac.uk/become-a-psychiatrist/med-students/awards-prizes-and-bursaries)

## + Download the MyPsych app

Designed with the modern mental health practitioner in mind, the app includes a variety of information toolkits, including one for medical students on their psychiatry placements

[mypsych.nhsggc.org.uk](http://mypsych.nhsggc.org.uk)

## + Check for local mentoring schemes

Look out for local mentoring schemes, like PEEPS for University of Edinburgh medical students.



During your undergraduate placements in psychiatry, you will be welcomed as part of the team you are attached to. You will see genuine multi-disciplinary team working in action every day and you will have the opportunity to join not just medical staff, but also nurses, social workers, voluntary agency staff and other allied health professionals.

You will come to appreciate that each patient is treated in a very holistic and person-centred way with a bio-psycho-social model being the standard approach to care and treatment.

Seonaid Anderson,  
Training Programme Director, North



Download our **Welcome pack** for more information: [www.rcpsych.ac.uk/members/devolved-nations/rcpsych-in-scotland/recruitment-training](http://www.rcpsych.ac.uk/members/devolved-nations/rcpsych-in-scotland/recruitment-training)



# Foundation Training

As a foundation doctor there are a number of ways you can gain experience in psychiatry and get involved with the Royal College of Psychiatrists:

## + Gain hands on experience

The best way to gain hands on experience in psychiatry is undertaking a 4-month psychiatry post during FY1 or FY2. Foundation programmes vary across the UK; you may be able to rank a programme which includes a psychiatry rotation or specifically request this from your training programme director.

If you are unable to secure a psychiatry foundation job you can still gain experience by arranging a taster week in psychiatry. You can contact your local psychiatry unit or liaison psychiatry department to arrange this.

## + Take a look at the RCPsych's website

This provides information for foundation doctors about getting involved in psychiatry, future careers and applying to be a foundation associate.

[www.rcpsych.ac.uk/become-a-psychiatrist/foundation-drs](http://www.rcpsych.ac.uk/become-a-psychiatrist/foundation-drs)

## + Make an application

Apply for a Psychiatry Foundation Fellowship post in the devolved nations or a Psychiatry Priority Placement through NES.

### Psychiatry Foundation Fellowship

[www.rcpsych.ac.uk/become-a-psychiatrist/med-students/awards-prizes-and-bursaries](http://www.rcpsych.ac.uk/become-a-psychiatrist/med-students/awards-prizes-and-bursaries)

### Psychiatry Priority Placement

[www.scotmt.scot.nhs.uk/foundation/foundation-priority-programmes](http://www.scotmt.scot.nhs.uk/foundation/foundation-priority-programmes)

I came to Aberdeen for University and have stayed here for training. I had my first job in psychiatry as an FY2 and it was this placement that really proved to me what a rewarding career psychiatry is. I think it was the person centred approach that I really enjoyed... I also liked that much of the work was focussed in the community.

There was a strong sense of teamwork with members of the multi-disciplinary team working together to promote wellness and quality of life. I was well supported with regular supervision and people seemed to take a genuine interest in my development. I don't know which area of medicine I would have ended up in if I had not had my FY2 post, but I don't think I would have found my career as fulfilling.

Leah Drever,  
ST5, NHS Grampian



# Core Psychiatry Training in Scotland

## + Core training

Takes place over 3 years in order to reach competencies to apply for Advanced / Higher Training (the core training programme in the North of Scotland is consistently rated highly in The GMC Annual Trainee Survey) [www.scotmt.scot.nhs.uk/specialty/specialty-programmes/west/programme-information-profiles/core-psychiatry-training-\(cpt\)](http://www.scotmt.scot.nhs.uk/specialty/specialty-programmes/west/programme-information-profiles/core-psychiatry-training-(cpt))

## + Alternative routes

MH GAP Training Programme / Broad Based Training / Less Than Full Time [www.scotmt.scot.nhs.uk/recruitment/broad-based-training](http://www.scotmt.scot.nhs.uk/recruitment/broad-based-training)

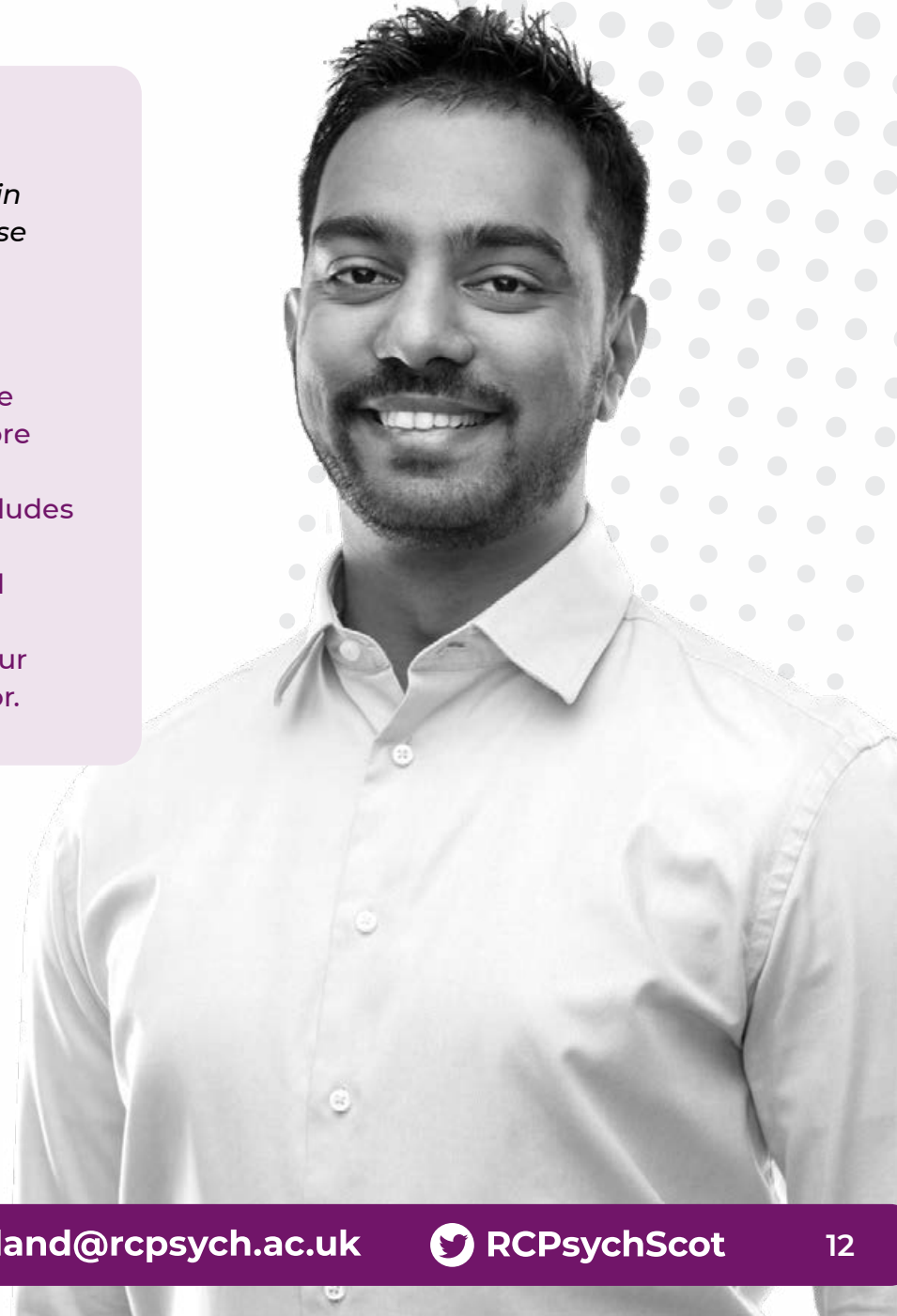
## + Get involved

RCPsych Psychiatric Trainees Committee [www.rcpsych.ac.uk/training/your-training/psychiatric-trainees-committee-supporting-you](http://www.rcpsych.ac.uk/training/your-training/psychiatric-trainees-committee-supporting-you)

### MYTH BUSTER

*If I decide to do my training in Scotland I won't get to choose where I live / work.*

Because Scotland is a more compact country compared to our nearest neighbour, the training schemes can be more accommodating in meeting trainee preferences. This includes where in Scotland you will undertake your training, and your placement choices can be discussed readily with your Training Programme Director.





When I went to medical school it was with every intention of becoming a GP. During university, my psychiatry placement was with a great team and a fantastic consultant who was keen to teach.

Fast forward five years and I was a GPST2 and working in psychiatry. I remember the first conversation with the consultant where I said the job petrified me and I had no idea what I was doing.

Six months later, having loved the job, there were questions like, 'When are you going to change to psychiatry?'. I was adamant that was never going to happen, although the doubts were definitely starting. Don't get me wrong, I loved GP and would have had a happy career being a GP.

By my ST3 year I saw most of the psychiatric presentations in the practice. The GP Partners even sent their patients to me for follow up. It was clear psychiatry was where I excelled.

After getting my CCT I took a year out; locuming in both psychiatry and GP before making the jump back into psychiatry training. It's fascinating, you get to know your patients and be curious about them as a whole and I truly believe you make a real difference.

Rosemary Gordon,  
CT2, South East



What attracted me to psychiatry is that it is a holistic speciality and I believed one's quality of life is often disrupted by poor mental health.

Psychiatry is very much a multidisciplinary speciality where you'd learn the importance of collaboration and putting patients in the centre of your care.

Through three years of core training you get good general psychiatry skills which as a doctor you bring in your invaluable medical knowledge and build up upon the foundations of good history and mental health examination.

Fifi Phang,  
ST4 CAMHS Specialist Registrar, NHS GG&C



# Higher Training in Scotland

Higher Psychiatry Training (ST4–6) will reflect the sub-specialty you have chosen. There will also be opportunities to work in other sub-specialities, such as addictions, neuroscience, perinatal, eating disorders and rehabilitation.

When you have completed your training, you will receive your CCT (Certificate of Completion of Training). Find out more about the application process:

## + National ST4 Psychiatry Training Recruitment

[www.nwpgmd.nhs.uk/st4\\_psy\\_train\\_rec\\_oview](http://www.nwpgmd.nhs.uk/st4_psy_train_rec_oview)

## Out of Training Opportunities

### + Scottish Clinical Leadership Fellowship

This is a year-long, out of programme experience (OOPE) that provides CT2+ doctors or dentists in training an opportunity to develop themselves as potential health leaders of the future. It aims to provide NHS Scotland with doctors and dentists that have an enhanced capability to offer leadership in their workplace - potentially at

national and international levels. [www.scotlanddeanery.nhs.scot/your-development/leadership-and-management-development/scottish-clinical-leadership-fellowship-scheme/](http://www.scotlanddeanery.nhs.scot/your-development/leadership-and-management-development/scottish-clinical-leadership-fellowship-scheme/)

### Leadership and Management Programmes (LaMP)

The LaMP programme has been designed by NHS Education for Scotland (NES) to help and support individuals as they develop a range of personal and professional skills and behaviours which will contribute to their effectiveness as a clinician. It is open to doctors of all specialities and grades in Scotland. It costs £150 to attend but is free for trainees.

[www.scotlanddeanery.nhs.scot/your-development/leadership-and-management-development/leadership-and-management-programme-lamp/](http://www.scotlanddeanery.nhs.scot/your-development/leadership-and-management-development/leadership-and-management-programme-lamp/)

Other options and leadership and management opportunities are available: [www.rcpsych.ac.uk/members/devolved-nations/rcpsych-in-scotland/cpscot/leadership-and-management](http://www.rcpsych.ac.uk/members/devolved-nations/rcpsych-in-scotland/cpscot/leadership-and-management)

Psychiatry is a truly multi-disciplinary specialty and is reliant on team working. My experience of working in psychiatric teams has been extremely positive for a variety of reasons.

Firstly, one of the major benefits of training in psychiatry is that you become well embedded within one clinical team for a 6 or 12 month placement, rather than rotating round lots of different wards or teams. I have found that this consistent approach has allowed me to gain a good understanding of the workings of a clinical team and the strengths of various team members. The ability to work consistently within the same clinical team has helped me to have confidence in contributing to the team and I have always felt that I am a valued team member.

Stephanie Cowan, ST6



## Flexible training options

- + **Out of Programme Experience**  
[www.nwpgmd.nhs.uk/time-out-programme](http://www.nwpgmd.nhs.uk/time-out-programme)
- + **Training Less Than Full Time (LTFT)**  
[www.rcpsych.ac.uk/training/your-training/training-less-than-full-time](http://www.rcpsych.ac.uk/training/your-training/training-less-than-full-time)
- + **Working Less Than Full Time (LTFT)**  
[www.rcpsych.ac.uk/members/supporting-you/working-less-than-full-time/ltft](http://www.rcpsych.ac.uk/members/supporting-you/working-less-than-full-time/ltft)

## Be a Specialty or Associate Specialist (SAS) Doctor

Increasing numbers of doctors are choosing to be SAS doctors where they are neither trainee nor consultant. A diverse group of medics who possess a wide range of skills, experience and specialities.

Find out more about SAS doctors in psychiatry: [www.rcpsych.ac.uk/members/support-for-specialty-doctors](http://www.rcpsych.ac.uk/members/support-for-specialty-doctors).

I've found that **child and adolescent psychiatrists** are a close community and are very supportive to trainees that want to come for a special interest or to apply for higher training. As I was getting close to applying, I was invited to get involved in research, offered interview advice and supported in building up my portfolio. These same colleagues have continued to support my journey so far in higher training leading to clinical, research and teaching opportunities that I have really benefitted from.

We have an excellent teaching programme both locally and as a national group which means I know most of the CAMHS trainees across Scotland. This keeps us connected with regards to training and future consultant job opportunities across the country beyond our training programme. Since the teaching is run by trainees and supported by consultant colleagues, it's consistently relevant, up to date and meaningful.

Cat Oates,  
CAP Higher Trainee, West of Scotland

There is a UK wide RCPsych **Mentoring and Coaching Network**. Through this network, we are working to champion mentoring and coaching, support the setting up of mentoring schemes and develop mentor training.

Mentoring and coaching play a vital role in:

- + Developing and supporting doctors (at all stages of their career from medical students, foundation, core and speciality training, through to new consultant, developing and evolving your consultant role and then working towards retirement)
- + Nurturing medical leaders
- + Helping a doctor achieve their full potential

In dealing with the ever changing NHS, **mentoring** is one of the tools that can be used to build personal resilience and is very much in keeping with the College network's aims of **starting well, staying well and finishing well**.

The College provides further information and resources about coaching and mentoring: [www.rcpsych.ac.uk/members/supporting-you/mentoring-and-coaching?searchTerms=mentoring](http://www.rcpsych.ac.uk/members/supporting-you/mentoring-and-coaching?searchTerms=mentoring)



The College is committed to improving **wellbeing** in psychiatry as part of its **Workforce Strategy 2020–2023**.

It is increasingly recognised that wellbeing is crucial to optimal patient care as well as retention and recruitment of psychiatrists. RCPsych in Scotland is leading work here improving job descriptions (JDs) to reflect the importance of wellbeing and having supportive measures in place.

+ **Exemplar JDs**

[www.rcpsych.ac.uk/docs/default-source/improving-care/workforce/exemplar-consultant-jd-ps-feb20.pdf?sfvrsn=a234ff03\\_4](http://www.rcpsych.ac.uk/docs/default-source/improving-care/workforce/exemplar-consultant-jd-ps-feb20.pdf?sfvrsn=a234ff03_4)

We have successfully negotiated a commitment with funding to set up the Workforce Specialist Service (WSS) with ongoing access to the Practitioner Health Programme until the WSS is fully established. There is also access to the College's Psychiatrists Support Service.

+ **Workforce Specialist Service (WSS)**

[www.nationalwellbeinghub.scot/wp-content/cache/wp-rocket/www.promis.scot/the-workforce-specialist-service-wss/index-https.html\\_gzip](http://www.nationalwellbeinghub.scot/wp-content/cache/wp-rocket/www.promis.scot/the-workforce-specialist-service-wss/index-https.html_gzip)

+ **Practitioner Health Programme**

[www.practitionerhealth.nhs.uk/accessing-the-service-in-scotland](http://www.practitionerhealth.nhs.uk/accessing-the-service-in-scotland)

+ **Psychiatrists Support Service**

[www.rcpsych.ac.uk/members/supporting-you/psychiatrists-support-service?searchTerms=Psychiatrists%20Support%20Service](http://www.rcpsych.ac.uk/members/supporting-you/psychiatrists-support-service?searchTerms=Psychiatrists%20Support%20Service).

The College's Consultant-led initiative **Startwell** is also available for new Consultants in their first 5 years in post as well as those higher trainees about to embark on a career as a Consultant. This is currently in development in Scotland.



Download the College **Workforce Strategy 2020–2023**:  
[www.rcpsych.ac.uk/docs/default-source/improving-care/workforce/rcpsych-workforce-strategic-plan-2020-2023pdf?sfvrsn=16ad2fa3\\_4](http://www.rcpsych.ac.uk/docs/default-source/improving-care/workforce/rcpsych-workforce-strategic-plan-2020-2023pdf?sfvrsn=16ad2fa3_4)



# International Doctors and Returners

The psychiatry workforce is very diverse – just like our patients.

Choosing the right place to live is just as important as choosing the right job. Many people who have moved from abroad to Scotland have been attracted by the opportunity to enhance their quality of life.

Scotland offers excellent work / life balance. We care about you, your wellbeing and ensuring you have time during the working week to enjoy and experience life.

## What you need to know

EU nationals with some specialist training in another European member state can enter UK training at any level and have their previous training counted for the award of a CCT.

Doctors who qualified as specialists in countries other than EEA member states and meet the required criteria may be eligible to enter the Specialist Register by obtaining the Certificate of Eligibility for the Specialist Register (CESR) the equivalence route  
[www.rcpsych.ac.uk/international/CESR?searchTerms=CESR](http://www.rcpsych.ac.uk/international/CESR?searchTerms=CESR)





I always had an interest in psychiatry and mental health, so after graduating from the University of Lagos, Nigeria in 2015, I decided to specialize in this area and chose to come to the UK. I was drawn to Scotland, largely due to the research opportunities and positive things people had to say about the country. I got an unconditional offer in 2018 from the University of Edinburgh for a MSc. Psychology of Mental Health and was convinced by the beauty of the capital and my career progression as a mental health professional.

Being an international medical graduate (IMG), I had to go through the Professional and Linguistic Assessments Board (PLAB) route which involved having some examinations done both at home in Nigeria and here in the UK. I was able to complete my licensing examinations with the GMC and postgraduate degree in Edinburgh at the same time. It was tough, but totally worth it.

My experience in psychiatry started with a locum job in Lochgilphead at a community psychiatric hospital. I was able to get appropriately supervised clinical experience in psychiatry in rural Scotland which included departmental teaching, ECT, multi-disciplinary team meetings, and case presentations which all provided me with a comprehensive foundation for training.

I applied for core psychiatry training and I was offered a post in the Southeast Deanery of Scotland. My rotations so far have given me a wonderful experience in psychiatry. My trainers have also been very understanding and practical and supervision very supportive. I have had excellent training and teaching for the MRCPsych course. I have felt welcomed in this part of the world with my training to become a psychiatrist and I look forward to many more years of experiencing an ideal training environment.

Dr Adebola Adegbite,  
CT2, South East Scotland



## Find out more:

+ **International medical graduates, Royal College of Psychiatrists**  
[www.rcpsych.ac.uk/training/international-medical-graduates](http://www.rcpsych.ac.uk/training/international-medical-graduates)

+ **International members**  
[www.rcpsych.ac.uk/members/international-members](http://www.rcpsych.ac.uk/members/international-members)

+ **Professional registration**  
All doctors intending to practice medicine in the UK are required to be registered with the GMC, follow the GMC's good medical practice guidance and be subject to the GMC Fitness to Practice actions.

+ **International Recruitment Unit**  
Based within NHS Greater Glasgow & Clyde, the International Recruitment Unit has a comprehensive website providing information about working in Scotland, vacancies, the application process, Professional and Linguistics Assessment Board, Visas and Immigration.  
[www.careers.nhs.scot/careers/find-your-career/international-recruitment](http://www.careers.nhs.scot/careers/find-your-career/international-recruitment)

Scotland offers a great opportunity for many doctors across the world to further their career journey and to broaden their experience of other cultures and ways of life. I did my undergraduate and postgraduate studies in India and took my IELTS and PLab1 there to save sometime before coming to the UK. When I came here, I did my Plab2 exam and secured registration with the GMC UK. I started my first job in Cardiff (Wales) as an SHO in anaesthetics and did two years of LAT (training jobs) in anaesthetics.

However, I had become more interested in the working of the human mind... and decided to do psychiatry. Psychiatry offered me an opportunity to pursue my passion with a good work / life balance. I applied for core psychiatry training, then moved to Scotland as a part of an inter-deanery transfer when my husband got his job here.

Prerna Ambardar,  
ST4, West of Scotland



# International Connections

The **Scotland-Malawi Mental Health Education Project (SMMHEP)** was set up by Scotland-based psychiatrists in 2008 to train Malawian medical students in mental health and improve Malawians access to mental healthcare. At that time, there was only one psychiatrist in Malawi and mental health was not routinely taught to medical students. Now, over 800 medical students have had a thorough grounding in psychiatry. To date, two Malawian Consultant Psychiatrists have come through the programme and four more trainee psychiatrists are due to qualify soon. The teaching that enables this is delivered by a steady stream of volunteer psychiatrists from Scotland and elsewhere working alongside the team locally. You could do it too! Many psychiatry Higher Trainees and Consultants volunteer for 2–6 weeks to help deliver the hands-on teaching on the ground. This can usually be done by combining study and annual leave. Support is provided by SMMHEP who help with flights, accommodation and logistics and deliver an induction prior to going. So, come work in Scotland, meet with us at SMMHEP, and expand your world by volunteering in Malawi!

Donncha Mullins,  
Honorary Specialty Registrar in Psychiatry, SE Scotland  
Twitter: [@Scotland\\_Malawi](https://twitter.com/Scotland_Malawi) / Email: [mail@smmhep.org.uk](mailto:mail@smmhep.org.uk)



Scotland takes great pride in its strong international links, and there are lots of opportunities to get involved.

A group of our forensic psychiatrists visited India in January 2020 on a self funded study tour and attended the India Scotland Mental Health Conclave. They also visited IHBAS, the Children's De-Addictions Centre and Model Halfway Home.



# New Horizons

In Scotland, we recognise that our colleagues approaching retirement age are some of our most valuable assets. It is our belief that employers should explore all options available to offer attractive work opportunities to those who wish to remain in the workforce post retirement:

- + This could include the option of working reduced hours in a role you know and love
- + We know that many doctors choose to relocate, perhaps looking for new adventure, as they near retirement. Scotland offers a wide range of different lifestyles and opportunities to use your skills and experience in a new role
- + Revalidation – if you hold a licence to practise, you'll need to revalidate like every other. This applies regardless of whether you do any clinical practice (for example, as an occasional volunteer), and regardless of whether you're employed or contracted by any organisation. You can find out more details on the GMC website





RCPsych in Scotland boasts an active **Working Retired Psychiatrist's Group** which holds two events each year to keep up to date with relevant issues and CPD points! Contact us to find out more.



I retired in 2019 after 25 years with the same health board and about 16 years within the same service. It was a difficult goodbye. I was sorry to leave my team, and most of all my patients, and I was unsure what to do. After a few weeks of a bit of travel and sitting in the sun, I was pleasantly surprised to be approached with various work offers. I had already decided to continue with my role as medical member of the Mental Health Tribunal for Scotland and with Designated Medical Practitioner work for the Mental Welfare Commission for Scotland. I was then approached by a private health and care provider, who offered me a role as clinical advisor within their governance structure, which I accepted. Additionally, I returned for 6 months to work as a part time NHS locum, before taking up a part time post as consultant within the independent sector. I am now working about three to four days per week, in a variety of roles and I am thoroughly enjoying the opportunities, which opened up post retirement.

Fabian Haut,  
Consultant Psychiatrist





# Research in Scotland

- + Scotland has a higher number of medical schools per capita than any other country in Europe and enjoys strong links between the NHS and Universities for all types of clinical research through the Chief Scientists Office (CSO)
- + Edinburgh Clinical Academic Track (ECAT)  
[www.ed.ac.uk/medicine-vet-medicine/research-support-development-commercialisation/edinburgh-clinical-academic-track](http://www.ed.ac.uk/medicine-vet-medicine/research-support-development-commercialisation/edinburgh-clinical-academic-track)
- + Chief Scientist Office (CSO) Clinical Academic Fellowships  
[www.cso.scot.nhs.uk/personal-awards-initiative/clinical-academic-fellowships/](http://www.cso.scot.nhs.uk/personal-awards-initiative/clinical-academic-fellowships/)
- + The Scottish Mental Health Research Network (SMHRN) is headquartered in Edinburgh, with a Scotland-wide management group comprised of Edinburgh, Glasgow, Dundee and Aberdeen based senior academic clinicians
- + Research in Scotland is rich, varied and vibrant. Aberdeen is a centre for drug trials in dementia and is closely integrated with National bodies such as the NHS Research Scotland Neuroprogressive and Dementia Network  
[www.nhsresearchscotland.org.uk/research-areas/dementia-and-neurodegenerative-disease/about-the-network](http://www.nhsresearchscotland.org.uk/research-areas/dementia-and-neurodegenerative-disease/about-the-network)
- + MRF / MRC funded PsySTAR (Psychiatric Scottish Training in Academic Research) PhD programme

Scotland is host to some of the most important studies of ageing and neurodegenerative disease in the world. Most recently, through the government backed 'Brain Health Scotland' initiative, Scotland will bring together clinical and public health practices, with an existing and enviable informatics ecosystem with research activity coordinated by the Scottish Dementia Research Consortium (SDRC) [www.sdrc.scot](http://www.sdrc.scot). The SDRC has as a priority the development of the careers of early career researchers.

The opportunities for trainees in Scotland to undertake MDs and PhDs will therefore increase following the publication in late 2020 of one of the worlds first Dementia and Brain Health Research Strategy which the Faculty of Old Age Psychiatry is playing a major part in developing. As well as higher degrees, the opportunities to contribute time and effort to ongoing projects to enhance a trainees research training and experience is a key aim of the Faculty and the SDRC.

Craig Ritchie,  
Professor of Psychiatry of Aging, University of Edinburgh

# Further Information


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