



**VICE CHAIR'S REPORT
FOR THE BUSINESS MEETING OF
THE ROYAL COLLEGE OF PSYCHIATRISTS IN SCOTLAND
TO BE HELD ON 20 JANUARY 2023 AT THE RADISSON BLU HOTEL, GLASGOW**

The Devolved Council has met four times since the last Business Meeting.

1. RCPsYCH IN SCOTLAND ANNOUNCEMENTS & VACANCIES

Matthew James joined the team on Monday 28th November 2022 as the new full time policy officer in Scotland. The current staff team is:

[Laura Hudson](#) – RCPsych in Scotland Manager

[Matthew James](#) – RCPsych in Scotland Policy Officer

[Angela Currie](#) – RCPsych in Scotland Coordinator (Meetings and Events)

[Susan Richardson](#) – RCPsych in Scotland Coordinator (Workforce and Learning)

[Laura Varney](#) – Senior Media Officer (Devolved Nations)

a) UPCOMING EVENTS

Psychiatry Careers Session - 3 February 2023

Primarily aimed at Scottish medical students and foundation doctors (but not exclusively!) our informal mini careers event on Friday 3 February from 1.00pm-3.30pm via Zoom hopes to provide information about how you can prepare for psychiatry training whilst in medical school and beyond.

We will also be hosting networking breakout sessions on various subspecialties including Psychotherapy, General Adult, Eating Disorders, Addictions and Liaison. It's free to attend so register now! We look forward to seeing you there.

PS...also includes a fun quiz!

The event will take place online via Zoom and registration is required. [Register here.](#)

Save the dates!

Booking will also open shortly for the following RCPsychiS events:

- 9 March - Working Retired Psychiatrists Meeting, The Studio, Glasgow
- 31 March - Addictions Faculty Conference

Plans are underway to provide a balance of online and in person events throughout 2023. We've taken into consideration the topics and themes members would like to hear more on and are building it into our plans for the coming year. Keep an eye on our [events page](#) this year to see what's coming up!

b) VACANCIES

Scottish ETC Representative

2023 Elections are now open and with Dr Seamus McNulty coming to the end of his term, we currently have a vacancy at the RCPsych in Scotland for the Education and Training Committee Representative.

The term of office is 4 years and a copy of the role description can be [found here](#).

More information on the process and how to apply can be found on the [elections webpage](#).

Nominations must be submitted through the Civica nomination platform by noon on 27 January 2023.

Other vacancies at the RCPsych in Scotland:

- Co-Chair of the Addictions Faculty
- Chair of the General Adult Faculty
- Chair of the Academic Faculty
- Vice Chair of the Rehabilitation Faculty
- Wellbeing Champion
- Sustainability Champion

A copy of the job descriptions is available [online](#)

Applications or expressions of interest on any of the roles listed above can be sent by email to scotland@rcpsych.ac.uk.

The Scottish Academy of Royal College's is currently looking for EAs in Psychiatry. Contact us at scotland@rcpsych.ac.uk with your notes of interest.

Applications must be supported by a College member in good standing and Faculty Chair or Medical Manager.

c) FELLOWSHIP AWARDS

We are delighted to announce that the following Scottish Members were awarded Fellowships in 2022:

- Marie Boilson
- Venkataramana Boyapati
- Adam Daly
- Amanullah Durrani

- Partha Gangopadhyay
- Prakash Shankar

For more information on applying for Fellowship visit:

<https://www.rcpsych.ac.uk/members/membership/applying-for-fellowship>

d) RCPSYCH AWARDS

The RCPsych in Scotland is currently considering launching annual Scottish recognition awards, to celebrate members in Scotland? These would be for psychiatrists from all grades and levels of training. We would be grateful for your feedback on whether this is something you would like and we have included a section on the Winter conference feedback form which will be circulated at the event in order to gather your opinions.

You can also find out who won in the 2022 UK RCPsych Awards at [RCPsych Awards 2022 | Royal College of Psychiatrists](#)

The call for nominations for the 2023 UK RCPsych Awards will open shortly.

2. RECRUITMENT, TRAINING AND WORKFORCE

Scottish Psychiatry Workforce Report

Work continues on the College's Scottish Psychiatry Workforce Report, following a series of workshops over the summer focusing on each career stage and the challenges faced. With the Scott Review of Mental Health Law, National Care Service and a new mental health strategy in development, there is a high likelihood of significant changes in the future of mental health care and it is critical that the reality of delivering care, workforce challenges, and barriers to recruitment and retention are understood and addressed. A drafting group has been formed and has held an initial planning meeting. The intention is to have a first draft prepared by the Spring.

National Mental Health and Wellbeing Workforce Plan

It is hoped the College report will also help shape the national mental health workforce plan, which the Scottish Government have committed to publishing by late Spring 2023. The College in Scotland is actively engaged in a number of advisory groups leading on the development of this. A comprehensive submission focused on outlining workforce challenges at all career stages and highlighting existing good practice and evidence-based solutions was submitted in early December, and it is anticipated that a psychiatry task and finish group will be formed in early 2023 to consider how these recommendations could be implemented, and by whom. At present, the College is supporting members engaged in different aspects of the plan to ensure psychiatry is as effectively represented as possible.

Training numbers 2022

Psychiatry core training fill rates continues to be at 100%. According to the Scottish Government's official figures, only clinical radiology and core surgical training equalled

this. Higher training fill rates remain considerably lower, and the College in Scotland continues to work to better understand and seek ways of mitigating this drop-off.

Five new posts will be put forward for February 2023 recruitment and ten new posts for August 2023. If any of the five posts for February remain unfilled, they will be included in the August 2023 recruitment round. These new numbers, together with the fifteen new posts approved for recruitment for 2021 represent an 18% increase in Core Psychiatry training posts over the last two years.

Two of the new posts for August 2023 have been reserved for a pilot of CAMHS run-through training with posts being identified in the West Region. The remaining thirteen posts will be divided equally amongst the five Core Psychiatry training programmes. Recruitment to Core Psychiatry remains at 100%. Recruitment to ST4 in all specialties remains relatively low with a cumulative fill-rate of 49%.

Choose Psychiatry in Scotland Committee

The Choose Psychiatry in Scotland Committee has met four times this year to discuss matters relating to training, recruitment, retention and wellbeing.

Choose Psychiatry in Scotland (CPS) / Grant Activity Summary 2022:

With remaining funding received from NES to promote CPS and with addition funding received to target core to higher training attrition, the College carried out the following activities throughout 2022:

CT/SAS Interview Skills Course (online)

An information online session providing information, hints and tips, Q&A was held on 31st January 2022. There were 25 delegates in attendance.

National Student Psychiatry Conference 2022

Dundee University were successful in their bid to host the above event in 2022. Through CPS funding, we were delighted to be able to provide a small financial contribution to support costs.

Startwell

We held our first ever Startwell event (online) aimed at ST5/6 and new Consultants on 29 March 2022 providing an insight into topics such as appraisal, job planning, complaints, and managing health. There were 32 higher trainees and 14 new Consultants present.

International Congress 2022

Expanding on the bursaries which were offered to attend the online IC2021, it was decided to offer six day passes as the event was being held in Edinburgh. Two bursaries were allocated each to medical students, foundation doctors, and core trainees. We received 14 applications and were delighted to offer all applicants a day pass to attend as well as up to £50 travel expenses.

Core Trainee Focus Groups

As part of our commitment to look into core to higher attrition, and to contribute to the State of the Nation report, we carried out two core trainee focus groups on 26 August and 6 September 2002. Attended by six and five core trainees respectively, we gathered a lot of useful information. The key themes were quality of experience, flexibility, and location.

Expanded CT/SAS Interview Skills Course (online with mock interview sessions)

The session provided at the beginning of the year was carried out again, this time with the added option of requesting a mock interview session. We also provided a recorded example of a good response and a bad response. There were 26 in attendance from all over the UK and twelve mock interview slots were fully booked, with a waiting list for any cancellations.

CPS Event / Networking Bursaries

We continued to offer our event and networking bursaries. This year we had two successful event bursary applicants and a successful networking bursary application.

If you'd like to get involved in any aspects of the College's work on workforce recruitment, retention and wellbeing, please email Susan.richardson@rcpsych.ac.uk.

3. MEMBER ENGAGEMENT

Events 2022

- A total of **13** events were held last year including two face to face events with **494** registrations and **428** attendees.
- **2** webinars were also offered online with **532** views to date.

Regular Committees & Meetings held in 2022

- 3 online and 1 in-person Devolved Council
- 3 online Medical Managers Group Meetings
- 4 online EDC Group Meetings
- 3 online and 1 in-person Choose Psychiatry in Scotland Committee
- Scottish Members Networking event followed the 2022 August Devolved Council within the Great Hall of the RCPE with a performance from the Dementia Choir "Forget me notes". We were delighted to have over 30 of our members come along and join us on the night.

Ethnically Diverse Communities (EDC) Group

The EDC held the College's first reflective conversation on racism as an online event on the evening of Monday 5 October. This arose from several years of discussion amongst group members on the need for a forum/safe space for members to discuss their experiences, and extensive work from the College to determine how such an event could be facilitated. Hosted by Dr Ananta Dave and Dr Chris Holman, the group welcomed the College creating this space both for sharing and learning. One attendee noted 'this is the first conversation I have had about this in my career'. There was recognition of racism as a historic and complex problem and that there is now an increased awareness of racism/ data - but still limited change and denial. The group discussed a number of actions which the College & employers should consider, and it was widely agreed that this was a valuable first session which should be repeated / expanded in the future.

Looking ahead, the intention now is for the group to set goals for the year, establishing principles and 3-5 specific tasks. It was agreed that a short action paper would be drafted that will set out some examples, action points of what the group will choose to do over the next 12 months.

If you'd be interested in getting involved or finding out more about this group, please contact angela.currie@rcpsych.ac.uk

4. FINANCE AND BUDGET

The RCPsychiS received confirmation from the Treasurer and College Trustees that the RCPsychiS Business plan for 2023 has been approved. The RCPsychiS continues to maintain a healthy cash reserve to support Scottish activities

5. POLICY AND PUBLIC AFFAIRS

Independent Review of Mental Health and Incapacity Legislation in Scotland (Chaired by John Scott QC)

The Scottish Mental Health Law Review published its final [950 page report](#), as well as separate summary, implementation and recommendations documents, on 30 September.

The College in Scotland has engaged extensively with the review team over the last few years, participating in advisory groups, providing case studies to test proposals and submitting a comprehensive response to the consultation at the beginning of the year. Additional proposals on independent advocacy, advance statements, and forensic services were consulted on over the summer. Detailed responses were put forward to each following discussion in our Legislative Oversight Forum and with the Forensic Faculty.

In the final report, the new vision of mental health law is centred around three aspects:

- Strengthening the voice of people who use services
- Reducing the needs for coercion in the system
- Giving effect to all people's rights, including economic and social rights.

Early analysis would suggest that the College in Scotland's views have been incorporated into the final report more than any other contributor. Of the 202 final recommendations, none have caused great alarm, however, there is concern that this review has failed to reach its full potential.

The Scottish Legislative Oversight Forum is currently giving consideration to ranking the recommendations and identifying priorities and how these can be progressed, whether through College advocacy for their progression in other legislative vehicles such as the National Care Service secondary legislation and the upcoming Human Rights Bill, or as standalone amendments. Recommendations which will require monitoring and potential influencing to avoid negative or unforeseen outcomes are also being identified.

The Scott Reform Programme is commencing in January 2023, and the College in Scotland has been invited to meet with the Mental Health and Capacity Law Unit to discuss our views on the recommendations and how we can continue to engage in this work.

Other Legislation

2023 will be a busy year of legislative activity in Scotland.

The Scottish Child & Adolescent (CAP) faculty have been invited to give evidence on the Children and Young People (Transitions to Adulthood) Bill to the Education, Children and Young People Committee on 1st February.

Several detailed reports have now been published on the Scottish Assisted Dying Bill, with implications for psychiatrists. Dr Stephen Potts is speaking on this as part of the legislation session at the Scottish Winter Academic Meeting, and the College in Scotland will be considering how best to engage and communicate updates to members.

The Learning Disability, Autism and Neurodiversity team is now appointing a Lived Experience Advisory Panel to shape the upcoming Bill.

'What Good Looks Like' –National Quality Standards for Secondary Mental Health Services

The draft quality standards, along with how measurement and implementation should be undertaken, have now [opened for consultation](#), with an extended deadline of 17 March 2023 to reflect current workforce & service pressures being experienced by stakeholders.

The College in Scotland is now formulating an engagement plan to ensure as many members as possible have the opportunity to view and feedback on the standards. This is likely to be challenging given the strain the main audiences – Scottish general adult

members and medical managers – are facing. This work will also be taking place alongside the release for stakeholder comment of the draft Mental Health and Wellbeing Strategy, the start of the law reform programme and the national mental health workforce action plan, all of which have the potential to have a significant impact on these cohorts.

New Mental Health and Wellbeing Strategy for Scotland

The draft Strategy, which will set the Government's priorities and funding direction for the next 10 years was circulated to stakeholders for comment on 13 January. This has been sent to all members, with feedback requested by Friday 27 January. The College in Scotland has been advised that the strategy will follow the structure proposed by Scotland's Mental Health Partnership of 'Promote, prevent and provide'.

This is likely to be the first of several drafts, with the final strategy committed to publication by May 2023. This will contain the mental health workforce action plan, which is being developed in separate workstreams.

Background: The Scottish Government's current 10-year Mental Health and Wellbeing Strategy was due to run until 2027, with a commitment to reviewing the Strategy at its half-way point (2022). However, following campaigning from Scotland's Mental Health Partnership (which the College in Scotland founded and currently co-chairs) the Scottish Government have committed to an entirely new strategy. The 18-part consultation opened during the summer and covered areas including outcomes, vision, services and workforce.

New Suicide Prevention Strategy for Scotland

The Scottish Government and the Convention of Scottish Local Authorities published Scotland's new 10-year [suicide prevention strategy](#) on 29 September and an initial accompanying action plan, covering 2022-25. This is backed by a commitment to double the suicide prevention budget to £2.8 million by 2025-26.

The College in Scotland continues to engage in this work through its role on Scotland's Suicide Prevention Leadership Group and in its engagement with the team developing the strategy.

National Care Service (NCS)

The College in Scotland continues to monitor and engage closely on developments, particularly the proposal that all mental health services move to the National Care Service.

The College submitted a comprehensive response outlining its concerns regarding the aforementioned proposal. We also wrote to the NHS Chief Executives, IJB Chief Officers, Health, Social Care and Sport Committee (which is currently scrutinising the Bill) and met with other stakeholders including the Scottish Academy, which echoed our concerns.

Despite considerable political opposition and a widespread ask from stakeholders to pause whilst the current health and social care crisis is dealt with, the Scottish Government continues to move forward with development and appears to have assigned

a significant – as yet unconfirmed due to it coming under the same budget as adult social care - amount of funding to the NCS in 23/24.

Mental Health Funding 2023/24

Due to current financial challenges facing the Scottish Government, there has been some movement on the direct mental health budget for 22/23 and 23/24. This is the budget held by the Government's Mental Health Directorate which focuses on improvement, early intervention, wellbeing and other focused workstreams, rather than the NHS frontline spend.

It is anticipated that the final budget will not be approved by Parliament until late February. However, it would appear that following pushback from the College in Scotland and other stakeholders on the emergency budget announcement in Autumn 2022 which announced a shortfall of 38M to the year's budget, this money has now been reinstated for 2023/24, allowing for some critical workstreams to be restarted, including the Improving Mental Health in Primary Care programme. Whilst it is positive that the Directorate will not receive the anticipated budget reduction in the next financial year, the College shares the concerns of Scotland's Mental Health Partnership, which met in late December to discuss writing to government questioning why – as the country's mental health continues to deteriorate – the budget has remained static.

Review of the Delivery of Forensic Mental Health Services in Scotland (Barron Review)

The Independent Review into the Delivery of Forensic Mental Health Services, chaired by Derek Barron, published its final report. It follows extensive consultation with a wide range of organisations, lived experience representatives and the Scottish Forensic Faculty.

It is likely that the National Care Service may be used as a vehicle to take forward some of the proposals, such as the National Forensic Board.

Personality Disorder National Improvement Network

Phase one of this work continues to progress well with a detailed strategic gap analysis nearly completed (reflecting similar but more in-depth findings to the College in Scotland's PD report, the catalyst for the improvement work). It has been encouraging to see PD appear to be high up the agenda for almost all Health Boards, and numbers for the learning events have been very positive, with 500+ attendees and many more watching recordings. Further events will take place on stigma (in partnership with SeeMe) and on emergency and crisis care. The British and Irish Group for the Study of Personality Disorder (BIGSPD) will be hosting its annual conference in Glasgow this year, and it is hoped that this will be a platform to showcase the work to date, with the Minister for Mental Wellbeing invited to present.

The College in Scotland was also pleased to learn that Clinical Lead Dr Andy Williams and Healthcare Improvement Scotland have now been asked to prepare a business case for phase two, suggesting this work remains a priority despite challenging financial times for Scottish Government.

Perinatal Mother and Baby Unit Consultation

The College responded to the Scottish Government's consultation around Perinatal Mother and Baby Unit (MBU) provision. An analysis of the responses to the consultation was published in August.

An update on progress is expected in 2023.

Medication Assisted Treatment (MAT) Standards

The Scottish Government has published its [medication assisted treatment standards](#). The College had a direct role in informing these, including Standard 9 around mental health care provided at the point of entry into the healthcare system for those with a dual diagnosis.

Concerns have been raised regarding the lack of implementation across Scotland, with widespread failure to meet the April 2022 deadline. Lack of sufficient workforce is likely to be a major factor in this. A report by Public Health Scotland showed only 25 of the 145 standards of care indicators had been fully met in any council area.

The Scottish addictions faculty continue to engage with stakeholders to communicate challenges. Progress update expected in 2023.

If you'd be interested in getting involved in the College in Scotland's policy and public affairs work, please contact matthew.james@rcpsych.ac.uk

Media Highlights

The first quarter of 2022 saw the Scottish CAMHS Faculty appear regularly in the media. Dr Helen Smith featured in a number of stories including raising awareness of gaps in the CAMHS workforce followed by an in-depth piece on why services have been at crisis point for far too long. There was also a large amount of press coverage for a member's poll we ran on CAMHS services which was pitched to the media as why the Scottish Government must "pull out all the stops" to improve services for children and young people. Following on from the CAMHS waiting times being published we featured in all national newspapers on why the government must "step up a gear" and that the Scottish Government was "failing a generation" with tens of thousands of children being left waiting for specialist help.

Another highlight at the beginning of the year was a story about men's perinatal mental health. Dr Selena Gleadow-Ware appeared on the BBC Scotland website explaining that it was a subject that most people didn't talk about. Selena also appeared live on BBC Scotland's The Nine.

In the second quarter of the year, we held member's media training which resulted in several new spokespeople for broadcast and print media. Perinatal services featured heavily in the media with a story about a postcode lottery of services for new mums – again with comment from Dr Selena Gleadow-Ware. For Mental Health Awareness Week, Dr Adam Daly wrote a piece for the Scottish Daily Express on steps to help tackle the physical and mental health problems of loneliness. This was a success in that is usually

very difficult to get coverage during mental health awareness week, as all the big hitting mental health charities also tend to comment. Dr Daly also appeared on BBC Scotland's GMS live to talk about the cost-of-living crisis and its effect on people's mental health, and Dr Phil Crockett from the Scottish Eating Disorder Faculty wrote for The Herald on why plans to label menus with calories should be scrapped. There was also another piece on perinatal mental health when Dr Selena Gleadow-Ware talked to BBC Scotland about OCD in new mothers and why the pandemic or indeed coming out of it, may have triggered or even amplified the illness for some.

In the third quarter we commented on a number of Scottish Government statistics that were published – with good media coverage. Dr Susanna Galea-Singer from the Addictions Faculty said the Scottish Government needed to look “realistically” at services and make sure they are sustainable over time. Dr Rebecca Lawrence also commented on alcohol deaths saying the high figures may only be “the tip of the iceberg”. Dr David Hall, Suicide Prevention Lead, commented on why reduced death by suicide figures showed some reasons for optimism, but the number of male deaths by suicide remained concerning.

The last quarter of 2022 was busy with 50 media mentions with a potential reach (opportunities to see) of more than 179m. Highlights included the Choose Psychiatry campaign and proactively responding to the Scottish Government budget. For the Choose Psychiatry campaign this year, we worked with a case study from the University of Stirling who appeared on BBC Scotland's The Nine as well as in several national and regional newspapers. In total there was 23 mentions with a reach of 177m. During the past few months, we've also been working extensively with our policy leads on responding to budget cuts by the Scottish Government. Ahead of the Scottish Budget announcement we put together a press release with strong top lines and an op-ed was also appeared in The Herald to complement the story. This campaign has a reach of around 2.5m. Other highlights included a BBC Scotland story on rural mental health and to start the New Year we had an op-ed in the Scottish Sun – on how to look after your mental health in the year ahead.

Laura Varney, Devolved Nations Senior Media Officer

Consultations / reviews responded to

Name	Organisation
Response from the RCPsychiS to the Scottish Mental Health Law Review consultation – May 2022	Scottish Mental Health Law Review
Draft Spending Review Framework – June 2022	Scottish Government
Mandatory Calorie Labelling in Out of Home settings – July 2022	Scottish Government
Scottish Mental Health Law Review - Additional Proposals on Independent	Scottish Mental Health Law Review

Advocacy, Advance Statements and Forensic – July 2022	
National Suicide Prevention Strategy – August 2022	Scottish Government
Mental Health & Wellbeing Strategy – September 2022	Scottish Government
Disabled Children and Young People Transitions Bill – October 2022	Education, Children and Young People Committee
National Care Service Bill – November 2022	Health, Social Care & Sport Committee
Dementia Strategy – December 2022	Scottish Government
Mental Health and Wellbeing Workforce Advisory Group Engagement - December 2022	Scottish Government

(i) Documents still requiring a response:

<i>Quality Standards for Secondary Mental Health Services</i>	Scottish Government	17 March 2023
<i>Mental Health and Wellbeing Strategy</i>	Scottish Government	TBC

9. DATE AND TIME OF NEXT MEETING

The next Business Meeting will be confirmed shortly.