

# Developing doctors for rural areas: the Scottish experience

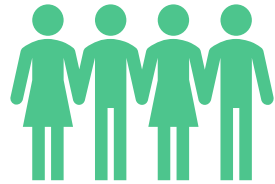


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Scottish Graduate Entry Medicine

# ScotGEM to date



Successful bid 2016



First cohort 2018



First graduates 2022

# What is ScotGEM?

Four years

Graduate entry

Remote and rural agenda

Generalist focus

Dispersed

Partnership

Bursary

# What is ScotGEM?

GENERALIST CLINICAL MENTORS (GCMs)

CLINICAL INTERACTIONS COURSE (CLIC)

AGENTS OF CHANGE: QI, Prescribing,  
Informatics, Service Learning, Public Health

LONGITUDINAL INTEGRATED CLERKSHIP  
(LIC)

ScotGEM  
across  
Scotland

University of Dundee

University of St Andrews

NHS Fife

NHS Highland

NHS Dumfries and Galloway

NHS Tayside



# School of Medicine







# ScotGEM Agents of Change







# ScotGEM Foundation Placements 2022

	Total 52
NHS Ayrshire and Arran	3
NHS Borders	2
<b>NHS Dumfries and Galloway</b>	11
NHS Forth Valley	1
NHS Grampian	3
NHS Greater Glasgow and Clyde	5
<b>NHS Highland</b>	1
NHS Lanarkshire	7
NHS Lothian	4
<b>NHS Tayside</b>	8
rUK	7



# CAREER INTENTIONS

## AIMS

- To measure the success of the ScotGEM programme as defined in its initial mission (generalism, Scotland, remote/rural)
- To explore which independent variables (e.g. admissions data, assessment data, personal information, values) are associated with generalist/Scottish/remote/rural career intention and, ultimately, destination

## METHOD

- A questionnaire was developed using validated items from elsewhere in the literature
- Ethical approval March 2021
- 163 students invited to complete the questionnaire; response rate 77% (n=**126**)
- Descriptive analysis completed

# RESULTS: GP

## How likely do you think you are to choose GP after medical school?

(Students who responded  $\geq 6$ , were Least likely = 0; Most likely = 10)

ScotGEM Study (n=126)	Destination GP (n=3680)
80% (n=101)	56%

## How likely do you think you are to choose GP after medical school?

Students who put GP in their top 3

ScotGEM Study (n=126)	Y1 Students: Cleland et al (n=1329)	Y5 Students: Cleland et al (n=1001)
72.2% (n=91)	45.3% (n=603)	55.3% (n=559)

### Pull factors

**Holistic care, continuity of care** and **flexibility** with a career in GP  
**Positive experiences** with their own current/previous **GP**,  
 GP tutors and placements at University

### Push factors

**Positive experiences** of other tutors at University,  
**Medical school culture**  
**Work experience** outside of the programme

### Not choosing a GP career

Personal aptitude for other roles (n=10)  
 Emotional toll of primary care (n=9)



# RESULTS: SCOTLAND

83% plan to remain  
in Scotland

Lifestyle plans and  
family reasons  
influence choice of  
preferred location

55% currently  
intend to stay in  
Scotland long term



# RESULTS: REMOTE & RURAL

- Half of students intend to practice in remote and rural areas
- Definition of rural included any settlement with a population of below 10,000
- If preference for rural invited to identify where:





# 89% GP, RURAL, SCOTLAND



# REFLECTIONS

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Some evidence ScotGEM mission is working

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Graduates are effective foundation doctors

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Currently choosing training paths

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Ongoing evaluation and research

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Admissions criteria

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Impact of current situation in primary care

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Facilities and services in rural areas



# Irish Times August 2023

- A shortage of GPs is posing a significant risk to the Irish health system, the Irish College of General (ICGP) practitioners warned recently
- A growing population with longer life expectancy is resulting in increased demand for primary care at a time when many older doctors are due to retire
- The problem is most acute in rural areas, where it is increasingly hard to find qualified GPs willing to live outside urban areas



# THANK YOU

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- Destination GP: [Shaping general practice \(rcgp.org.uk\)](http://rcgp.org.uk)
- Cleland, JA et al (2014) A survey of factors influencing career preference in new-entrant and exiting medical students from four UK medical schools. BMC Med Educ, 14:151
- O'Malley, A. S. (2023). A qualitative perspective on what factors influence ScotGEM students' career intentions. Rural and Remote Health, 23, 8152
- Bartlett, M et al (2019) Dundee's Longitudinal Integrated Clerkship: drivers, implementation and early evaluation. Education for Primary Care, 30(2), 72-79