



Event Booklet

RCPsych in Scotland Winter Conference 2025

**@RCPsychScot
#ScotWin25**

Friday 31st January 2025
at the Radisson Blu, Glasgow
Registration from 9.10am

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A register will be taken to confirm attendance upon arrival.



Please turn your phone/devices to silent and your email notifications off for the duration of the event.



Feedback Forms will be circulated for you to complete in the afternoon.



Certificates of attendance will be emailed to you within 10 days of the event.

RCPsych in Scotland Winter Conference

31 January 2025 | Radisson Blu Hotel, Glasgow
@RCPsychScot | #ScotWin25

| Morning Programme: Chaired by Dr Jude Halford & Dr Adam Daly | |
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| 09:10 – 09:25 | Arrival / Registration |
| 09:25 – 09:30 | Welcome and introduction from the Chair Dr Jude Halford |
| 09:30 – 10:10 | Where next? Personal reflections on policy, reform and change Dr Alastair Cook, Principal Medical Officer for Mental Health, Scottish Government |
| 10:10 – 10:25 | Trainee Presentation 1: “Stepping Up to Psychiatry ST4: A pilot national course to support the transition from core to higher psychiatry training” Dr Robyn Canham, ST4 General Adult Psychiatry, NHS Lothian |
| 10:25 – 11:00 | The impact of diagnosis and of diagnosis change – a consultation with people with lived experience Graham Morgan, Engagement and Participation Officer (Lived Experience), MWC Scotland Kirsty MacLeod, Engagement and Participation Officer (Carers Lived Experience), MWC Scotland |
| 11:00 – 11:20 | Comfort Break |
| 11:20 – 11:35 | Trainee Presentation 2: “SPARC (Student Psychiatry Audit and Research Collaborative): establishing a national student-led initiative, project findings and recommendations” Dr Heather McAdam, FY2, NHS Greater Glasgow and Clyde |
| 11:35 – 12:05 | Why there is no such thing as a psychiatric diagnosis? Dr Sami Timimi, Consultant Child and Adolescent Psychiatrist |
| 12:05 – 12:50 | Investigation of Risk Management Processes – a mixed methods study looking at the practice of risk assessment across a Health Board Dr Brian Gillatt and Dr Heather Tolland |
| 12:50 – 13:40 | Lunch |
| 13:40 – 14:00 | RCPsych in Scotland Business Meeting Chaired by Dr Jane Morris |
| Afternoon Programme: Chaired by Dr Amal Al Sayegh | |
| 14:00 – 14:15 | Trainee Presentation 3: “Cognitive domains affected post-COVID-19” Dr Aman Saini, Academic Foundation Doctor, King’s College Hospital |
| 14:15 – 15:15 | Psychiatrists on psychiatry: fiction and memoir Dr Stephen Potts and Dr Rebecca Lawrence Q&A hosted by Dr Jane Morris |

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| | <p><i>Dr Stephen Potts has recently completed Partitions, a novel set at Nuremberg in 1945-6, which recounts the conflict between the psychiatrist and the psychologist assigned to the first War Crimes trial. The book is currently with US publishers.</i></p> <p>In her recently published memoir 'An Improbable Psychiatrist' Dr Rebecca Lawrence shares her story of being a doctor and a psychiatrist while living with bipolar disorder.</p> |
| 15:15 – 15:30 | Comfort Break |
| 15:30 – 15:45 | <p>Trainee Presentation 4: “Mental Illness in Western Medieval Medicine” Dr Tabea Winkler, FYI General Medicine, NHS Fife</p> |
| 15:45 – 16:45 | <p>Debate: This House believes “Diagnosis” does more harm than good Proposition speaker: Dr Andrew Lawton Second proposition speaker: Dr Alasdair Forrest Opposition Speaker: Dr Mhairi Hepburn Second Opposition Speaker: Dr Aye Doris</p> |
| 16:45 – 16:55 | Close and Prizes |

*The RCPsychiS reserves the right to change the programme without prior notice.
1 point per hour of educational activity can be allocated, pending peer group review*



Speaker Biographies / Abstracts

Morning Session – Chaired by Dr Jude Halford and Dr Adam Daly

Dr Jude Halford

Jude is a consultant in Liaison Psychiatry in St John's Hospital, West Lothian. She has been involved in work with the RCPsych in Scotland in both her higher training and consultant career.

Dr Adam Daly

Dr Adam Daly is the Meetings Secretary for the Royal College of Psychiatrists in Scotland. Adam works as a consultant in Old Age Psychiatry and is also the Associate Medical Director for Health and Social Care North Lanarkshire. Adam has interests in learning from adverse events, medical leadership, recruitment, and service improvement.

Dr Alastair Cook

Alastair joined SG Mental Health Directorate as Principal Medical Officer in July 2020. He was previously Medical Director of Health and Social Care North Lanarkshire and before that Associate Medical Director for Mental Health. He chaired the Royal College of Psychiatrists in Scotland from 2013-2017 and also the Scottish Mental Health Partnership. Alastair had a previous secondment to SG from 2007-10 as Senior Medical Officer in Health Workforce. He has always maintained clinical sessions in general adult psychiatry and is returning to full time clinical practice in Lanarkshire from April 2025.

Presentation overview:

“Where next? Personal reflections on policy, reform and change”

From perspective of PMO, an overview of past and current MH policy and how best to influence future changes.

Dr Robyn Canham (Trainee Presentation 1)

I am currently working as a ST4 in General Adult Psychiatry at the Royal Edinburgh Hospital. Prior to this, I worked as a medical education fellow in NHS Lothian for a year after completing my core psychiatry training in the south east of Scotland.

Presentation overview:

“Stepping Up to Psychiatry ST4: A pilot national course to support the transition from core to higher psychiatry training”

Do you remember your first on call shift as a higher trainee in psychiatry? Perhaps you felt ready for the challenge, fresh from completion of core training and MRCPsych exams? Or perhaps you may have felt apprehensive, unsure of what lay ahead? During this presentation, I will share the results and learning from a pilot course developed to support CT3 trainees considering “stepping up” to higher training.

Graham Morgan

Graham has spent much of his working life speaking alongside and for people with mental health problems for a kinder and better world for their community; Initially in England, but mainly in Lothian and Highland. He has a diagnosis of Schizophrenia which informs his work and lives with his family in Argyll. He joined the Mental Welfare Commission ten years ago. He was service user contributor of the year for the Royal College in 2008, and awarded the Andy Lawless award for changing attitudes to mental illness in 2019. He has spoken at the United Nations Committee against torture on detention and was Joint Vice Chair of the Scottish Review of Mental Health Legislation. He is the author of two memoirs START and Blackbird Singing and posts weekly on Substack on a mental health related theme.

Presentation overview:

“The impact of diagnosis and of diagnosis change – a consultation with people with lived experience”

A talk by Graham Morgan and Kirsty Macleod (see below) about their/their families & the people they work with; views and experiences of being diagnosed with a mental health problem

Kirsty Macleod

Kirsty is an Engagement and Participation Officer representing carers within the lived experience team of the Mental Welfare Commission for Scotland. Her role is to draw on personal experience to contribute expertise and perspectives to inform and support the work of the Commission, and to help us engage effectively and credibly with a range of other people with mental health, learning disability, dementia, and with carers, to benefit from their perspectives in all areas of our work. Kirsty takes part in Commission work including participating in visits, project teams, policy work, report writing, and good practice guidance development. She attends meetings and conferences with lived experience and carer groups to gather views on key issues for people with lived experience and carers, promote rights-based care, raise awareness about and improve understanding of the Commission and its work.

Prior to her current role with The Commission Kirsty was a CPN for 20 yrs working in a variety of clinical areas before joining the Criminal Justice Women’s Offending Team.

Kirsty cares for her adult son and teenage daughter with ASD and ADHD.

Dr Heather McAdam (Trainee Presentation 2)

Dr Heather McAdam is a specialised (academic) FY2 currently based at Queen Elizabeth University Hospital in Glasgow and Honorary Clinical Fellow at the University of Glasgow. She has a long-term interest in psychiatry and research, particularly with a public health focus. From 2021-23 she was chair for the first national SPARC (Student Psychiatry Audit and Research Collaborative) and is currently an advisor as part of their Executive Team.

Presentation Overview:

“SPARC (Student Psychiatry Audit and Research Collaborative): establishing a national student-led initiative, project findings and recommendations”

SPARC (Student Psychiatry Audit and Research Collaborative) is a nationwide student-led initiative which aims to encourage students to engage with psychiatry through research. 2021-23 was the first year the project had expanded across the United Kingdom. This presentation will review the key findings from the first UK-wide project, including audit findings and recommendations for future initiatives.

Dr Sami Timimi

*Sami Timimi is a Consultant Child and Adolescent Psychiatrist in the National Health Service in Lincolnshire, UK. He writes from a critical psychiatry perspective on topics relating to mental health and childhood and has published over a hundred and forty articles in mainstream medical, educational, and sociological journals. He has written 40 book chapters, mainly in academic books, on subjects related to critical psychiatry, childhood, psychotherapy, depression, behavioural problems, and cross-cultural psychiatry. He has authored 7 books including *Naughty Boys: Anti-Social Behaviour, ADHD and the Role of Culture*, co-edited 4 books including, with Carl Cohen, *Liberatory Psychiatry: Philosophy, Politics and Mental Health*, and co-authored 2 others including, with Neil Gardiner and Brian McCabe, *The Myth of Autism: Medicalising Men's and Boys' Social and Emotional Competence*. His most recent book, published in 2021 is *Insane Medicine: How the Mental Health Industry Creates Damaging Treatment Traps and How you can Escape Them*. His forthcoming book *Searching for Normal* will be published in March 2025.*

Presentation Overview:

Why there is no such thing as a psychiatric diagnosis?

Psychiatric diagnoses rely on subjective foundations. Without empirical anchors we are left with descriptors that cannot help us identify cases that share universalizable commonalities beyond those imposed on them by the subjectivity of the diagnoser. Mistaking a descriptive category for a diagnosis has resulted in a failure to improve scientific knowledge or clinical outcomes. For progress to occur the dominance of a technical diagnostic paradigm in psychiatry must be over-turned.

Dr Brian Gillatt

Dr Gillatt has been a consultant forensic psychiatrist since 2006. He has worked in community, low and medium secure forensic settings. His interests are clinical governance, research ethics, risk assessment in clinical practice and medical education. He currently co-chairs NHSGG+C's Serious Adverse Event review group in mental health, is the lead for the implementation of the risk management policy in GGC and is local programme lead for higher training in forensic psychiatry in WoS. He is the chief investigator for the IRAMP study and is a member of WoS Research Ethics Committee 3. Likes cats and unpopular 90s indie bands.

Presentation overview:

"Investigation of Risk Management Processes – a mixed methods study looking at the practice of risk assessment across a Health Board"

Scotland has played a quiet—but not small—role in the development of psychotherapeutic practice across the world. In this presentation, some of the important figures and their contemporary influence are reviewed.

Dr Gillatt will be presenting with Dr Heather Tolland (see below).

Dr Heather Tolland

Heather is a researcher for the Department of Forensic Mental Health & Learning Disabilities, NHS Greater Glasgow & Clyde. Her role involves carrying out research and evaluations in various areas of forensic mental health including psychological therapies, risk assessment and patient involvement in care.

[Afternoon Session – Chaired by Dr Amal Al Sayegh](#)

Dr Amal Al Sayegh

Consultant psychiatrist at St. John's Hospital, Livingston (NHS Lothian), working with the Acute Care and Support Team, which provides unscheduled mental health assessments, crisis support, and intensive home treatment. QI lead for Psychiatry in West Lothian. Interest in Design in Healthcare.

Dr Aman Saini (Trainee Presentation 3)

Aman is undertaking an academic neurology rotation as a part of his foundation programme, at King's College Hospital, London.

Presentation overview:

"Cognitive domains affected post-COVID-19"

Presenting the findings of a review aiming to characterize the pattern of post-COVID-19 cognitive impairment

Dr Stephen Potts

Consultant in Liaison Psychiatry, Royal Infirmary of Edinburgh since 1996, and in Transplant Psychiatry (also RIE) since 2014.

Undergraduate training in medical sciences and philosophy at Cambridge, then clinical medicine at Oxford. Postgraduate Harkness Fellow (medical ethics) to USA. Then psychiatry at Maudsley, King's and Edinburgh.

I have worked part time since 1996 to pursue my interest in writing for the page, stage, radio and screen. After seven books for younger readers, *Partitions* is my first novel for an adult audience.

More via www.stephenpotts.net

Presentation Overview:

"Psychiatrists on psychiatry: fiction and memoir"

Readings from and Q&A about my novel *Partitions*, whose leading characters are the psychiatrist and psychologist assigned to the Nuremberg War Crimes Tribunal

Dr Rebecca Lawrence

I am a writer and psychiatrist with a long history of bipolar disorder. 'An Improbable Psychiatrist', my memoir, was published in 2024 by Cambridge University Press.

I have also written about mental health for *The Guardian* and *Prospect Magazine*, and blog at <https://doctor-and-patient.com>

In addition I enjoy writing poetry and fiction, and am currently working on a novel about a psychiatrist who thinks she can read minds.

I work part-time as a psychiatrist in Edinburgh in the Addictions and Chronic Pain Services.

Presentation Overview:

Readings and Q&A from her memoir, *An Improbable Psychiatrist*, which shares Dr Lawrence's journey as a doctor and psychiatrist living with bipolar disorder.

Dr Tabea Winkler (Trainee Presentation 4)

Tabea is an F1 doctor currently working in general medicine in Fife, having just completed a rotation in liaison psychiatry at the Royal Infirmary of Edinburgh.

Presentation overview:

"Mental Illness in Western Medieval Medicine"

An overview of the presentations, pathophysiology and management of mental illness in the Middle Ages, with a focus on specific examples from Scotland and the wider United Kingdom

Debate Speakers:

This House believes “Diagnosis” does more harm than good

Dr Andrew Lawton: Proposition speaker

Andrew Lawton is a Consultant General Adult Psychiatrist and Medical Psychotherapist, working in the Lothian [Community] Eating Disorder Service.

Dr Alasdair Forrest: Proposition speaker

*Alasdair Forrest is Consultant Forensic Psychiatrist and Medical Psychotherapist to the Royal Cornhill Hospital. He is a Group Analyst. He is Chair of the Faculty of Medical Psychotherapy of RCPsychiS and recently published an edited collection, *Intersectionality and Group Analysis* with Dr Surya Nayak.*

Dr Mhairi Hepburn: Opposition Speaker

Dr Hepburn is a consultant in old age psychiatry in Perth and electroconvulsive therapy lead in Dundee. She is also the RCPsych in Scotland Equity Champion. Her interests include doctors' mental health, neurodiversity and the history of medicine.

Dr Aye Doris: Opposition Speaker

Dr Doris is a Higher Trainee in General Adult Psychiatry. She is also a Psychiatry Trainees Committee's representative for West of Scotland.

Digital Posters

RCPsych in Scotland

Winter Conference 2025

The entries are listed in alphabetical order of submitting author, indicated in bold type.

You can view the posters in the event's online [Poster View Area](#).

1. **Dr Hira Ahmad** – *Immigrant, Racialised and Etho-Culturally Diverse Communities and Community Treatment Orders: A scoping Review*
2. **Dr Yakubu Aliu** – *Clozapine Induced Pericarditis: A systematic review*
3. **Dr Jacqueline Easter** and Emma Marshall – *Improving the process of completing and authorising immediate discharge letters at Royal Edinburgh Hospital*
4. **Dr Najla Eiman** – *Exit interviews for patients working with MhIST team (Mental Health Intensive Support Team/Community Rehabilitation team)*
5. **Dr Molly Gibson** – *A Systematic Review Exploring the Role of Testosterone Replacement Therapy in Improving Depression in Men Following the Male Menopause*
6. **Dr Brooke Marron** – *Lorazepam Challenges for Catatonia in Acute Hospitals across GG&C*
7. **Wafaa Mowlabaccus** & Vishal Gupta – *VTE Risk Assessment Compliance in an Acute General Psychiatric Ward: A Complete Audit Cycle*
8. **Dr Nida Munawar** – *Barriers to Mother and Baby Unit (MBU) Access- An audit of non-MBU admissions to psychiatric inpatient care of women within one year of child's birth in Scotland*
9. **Dr Aman Saini** – *Clozapine as a treatment for catatonia: a systemic review*
10. **Dr Lukasz Wawrzyczek** – *Deprescribing in Older Adult Psychiatry Wards: A Quality Improvement Project*

17 January 2025

Royal College of Psychiatrists in Scotland: 2024 Annual Report

Action

- For information

Author

***Laura Hudson, RCPsych in Scotland National
Manager***

Jane Morris, RCPsych in Scotland Chair

Document Date

January 2025

Membership of Devolved Council:

Elected Chair (Elected June 2024)
Elected Vice Chair (Elected June 2024)
Elected Finance Officer
Elected ETC Representative (Elected June 2024)
2 Policy Leads
4 Elected Members
1 Appointed Meetings Secretary
14 Appointed Faculty Chairs
6 PTC Representatives
3 Observers (2 MWC Reps & Principal Medical Officer)
1 Appointed Service User Organisation (VOX: Voices of Experience)
1 Appointed Carer Organisation (currently vacant)
7 Co-opted Representatives: Chair of Scottish Workforce and Careers Committee,

Scottish Wellbeing and Retention Lead,
Working Retired Chair,
Scottish Psychiatry Management & Leadership Group
Chair,
Scottish SAS Representative,
Chair of Legislative Oversight Forum

Number of College meetings held in the year:

4 Devolved Council meetings – 3 virtual and 1 in person (average 25 attendees).
4 Choose Psychiatry in Scotland Committee meetings – 3 virtual and 1 in person
(Average 12 attendees).
3 Scottish CESR/Portfolio Pathway Group meetings
1 Scottish Wellbeing Group meeting
3 Scottish Psychiatry Leadership and Management Group meetings (average 20
attendees)
12 Legislative Oversight Forum meetings (average 10 attendees)

*Scottish faculty executives met regularly throughout the year; however, an estimate of
attendee numbers is not available.*

Number of events held in the year:

17 events held with 705 registrations and 678 attendees (*an increase of 183 attendees
more than 2023*):

- 2 Academic Meetings (both in person, one of which 2-day 30th Anniversary
event)
- 7 Faculty Events (6 in person, 1 online)
- 1 interview skills courses (virtual)
- 2 careers events – Startwell and SAS (in person)
- 2 webinars
- 3 working retired psychiatrist meetings
- 3 retired psychiatrist meetings

The RCPsych in Scotland continues to provide representation to the following (list not exhaustive):

- Academy of Medical Royal Colleges & Faculties in Scotland
- Scotland's Mental Health Partnership (Co-Chair and Secretariat)
- Mental Health and Wellbeing Strategic Leadership Group
- National Psychiatry Workforce Recruitment and Retention Group
- Mental Health Specialty Training Board
- Core Mental Health Standards Working Group
- Mental Health Tribunal Service
- External Advisors Network
- Scottish Workforce Specialist Service Advisory Group
- Scottish Mental Health & Capacity Law Reform Workstreams

2024 Overview

WORKFORCE

2024 saw a continued focus on taking forward the recommendations of the [‘State of the Nation’ Psychiatric Workforce in Scotland report](#), primarily through the RCPsychiS’ own Scottish networks and the National Psychiatry Recruitment and Retention Group, chaired by Scottish Government & comprising of NES, Health Boards and the RCPsychiS. This group has actioned a number of key areas and will be issuing final recommendations for government Ministers and Boards in the Spring. The RCPsychiS also collaborated with the Senior Medical Managers in Psychiatry Group, NES and Scottish Government on a popular NHS Scotland exhibition stand at Congress.

2024 saw a particular focus on emerging issues including the **bottleneck in higher training** (small increase in places confirmed and other alleviating actions currently at proposal stage) and increased reliance on locum psychiatrists as substantive vacancies increase, especially within general & older adult.

Through RCPsychiS networks, we surveyed both member and non-members currently in locum roles to better understand **reasons driving people to choose locum over substantive**, and have issued a [report and recommendations](#) to aid retention efforts and dispel the notion that this is solely a financial matter. We are also working with Scotland’s mental health lived experience advocacy organisation – VOX - on their own [report on patient experience](#), focusing on highlighting the critical role of substantive psychiatry.

This work has identified another area of focus, **on the concerning percentage of survey responders who left substantive posts in their first 5 years as a consultant**. This has particularly caught the attention of Board Chief Executives and Medical Directors and we have been invited to follow-up sessions with these groups. We will shortly be undertaking a **further survey on preparedness for consultancy** & ran another well-attended ‘startwell’ event for higher trainees and new consultants in Autumn 2024. December 2024 saw a repeat of the popular **interview skills courses** as well as the first running of a **new consultants drop-in session**, in an effort to address the oft-reported sense of isolation and lack of support for new consultants.

MEMBER & STAKEHOLDER ENGAGEMENT

2024 saw **a very successful year of events, with high turnout numbers, good feedback and positive atmospheres.**

The RCPsychiS delivered several additional events to cover the cost of the **autumn anniversary conference and tartan competition.** This has been a particularly busy year, in the last quarter alone conferences were held for the Scottish Intellectual Disabilities, Child and Adolescent, Medical Psychotherapy, Forensic, General Adult and Older Adult faculties, as well as the Startwell event, interview skills courses and the new consultants' drop-in, and our 30th anniversary residential conference.

Membership engagement has been largely positive, with high attendance at the new monthly Chair's clinics, particularly when focused on specific themes such as the Scottish Assisted Dying Bill and NDD.

The RCPsychiS ran several well-received webinars - Scottish ID Faculty Chair Dr Jana de Villiers presented **developments in genomic medicine as relevant to clinical psychiatric practice** and Dr Jane Morris chaired **The Role of Psychiatry in Student Mental Health**, with speakers presenting on alcohol and drug use in the university setting, the prevalence of suicide at universities and ongoing prevention work, the mental health of medical students and eating disorders at university.

The RCPsychiS continue to host the **Scottish Workforce and Careers Committee & its CESR and wellbeing subgroups, Legislative Oversight Forum, Scottish Leadership and Management Group, Working retired and retired groups**, and an Ethnically Diverse Communities Group version 2.0 is in development, building on earlier work. We have also made efforts to improve engagement with Scottish SAS doctors, linking with SSASPA for a joint event and holding dedicated chair's clinics.

LEGISLATIVE, POLICY AND PUBLIC AFFAIRS

Another very busy year, with extensive engagement on multiple legislative pieces including the **Learning Disability, Autism and Neurodiversity Bill, Conversion Therapies Bill, Palliative Care Bill, Right to Recovery Bill, National Care Service and Assisted Dying in Terminally Ill Adults Bill (this work pre-dated the Westminster bill and subsequent survey).** The RCPsychiS undertook our own Scottish member survey focused on the provisions of the Bill, held multiple member discussions, and reviewed and gained approval from Council, Officers and the legislative forum). Scottish Lead for this work, Dr Stephen Potts, has also given evidence to Parliamentary Committee. Our responses to these and other relevant consultations can be found on [here](#) on the RCPsych in Scotland webpages.

Most recently, the RCPsychiS responded comprehensively to the 99 questions posed in the **Adults with Incapacity Act Amendment consultation, with draft Bill scrutiny anticipated in the new year.** The majority of these have been led by the invaluable Legislative Oversight Forum & its members, with staff support.

Forum members also continue to engage in the **mental health law reform programme workstreams** and with the Mental Health Tribunal Service.

The [Core Mental Health standards](#) (the outcome of the College in Scotland's 'What Good Looks Like' campaign) implementation and Board self-assessment pilot is ongoing. We are now working toward **the development of service specifications & target operating models for general and older adult services and are in discussion re. potential commissioning of this work** – it is our belief that by clearly defining the scope and remit of these services, and the psychiatrists within them, this – in combination with efforts to better address NDD demand on services, can significantly alleviate the strain on these services and their workforce.

The [College's Act Against Racism campaign](#), which we shared through our networks in Scottish Government, **was referenced in the recent directive from the Cabinet Secretary to Boards on developing their own anti-racism plans.**

From January 2024 to year end, there were **161 mentions of RCPsych in Scotland in the media.** There were 34 broadcast clips on BBC Scotland - which covered both radio and television. Around 37.9% of the press coverage was on TV and radio, while 31.1% of coverage appeared in newspapers, 29.8% was online and consumer publications while 0.6% appeared in academic/technical publications and 0.6% in magazines.

Finally, the RCPsychiS continues to **actively engage politically on NHS Reform, budget, workforce, Neurodevelopmental Conditions assessment and treatment, and other relevant matters, and a comprehensive influencing strategy is being finalised for the next election,** commencing immediately. Key policy priorities were taken for discussion and decision to the November meeting of Devolved Council and will also form a central part of the wider RCPsychiS strategy for the new term of office.

2025 Objectives

Workforce retention – positive progress has been made in encouraging medical students to choose psychiatry and core training fill rates remain at 100% despite year on year increases. Attention is now shifting to addressing the bottle neck this has created at higher training and crucially, retaining those entering and maintaining substantive careers.

Continue efforts to enhance engagement & communication with members to improve awareness of Scottish activities – whilst we are pleased to see a growing trend in members taking interest in being involved in College activities, a larger majority remain largely unaware of the work carried out in Scotland & how this could benefit their practice. We will commence a monthly Scottish policy & public affairs update to members in 2025, as well as a quarterly activities report.

Work with faculties & the Scottish Workforce & Careers Committee to develop and deliver a programme of events tailored to members' needs – 2024 saw a 35% increase in attendance at RCPsychiS events and a largely positive reception, with both programmes and the opportunity to network with colleagues appreciated. In the challenging national climate where low morale is an ongoing issue, the College should continue to provide these opportunities.

Strategically working to position mental health as a pivotal electoral issue – the 2026 Scottish election will be a critical one, likely to shift the longstanding balance of power in Scotland. Parties have indicated that priority setting will take place throughout early 2025 and it will be crucial for the College to engage comprehensively to ensure mental health remains a priority area, particularly in today's challenging financial climate.

To aid efforts to inform the upcoming election, as well as the wider policy priorities of the RCPsych in Scotland, establish a monthly **Scottish Policy and Public Affairs Forum** with representation across the career grades, specialties & Scotland's regions.

To support election and broader policy & retention work, undertake a campaign to educate policy makers about mental illness and the role of the Psychiatrist. It is essential to mobilise support for wise investments and plans about services in Scotland. It forms an important strand in workforce recruitment and retention strategy and continues the work of the College to challenge stigma. Respect for the role of Psychiatry in serving people with the most severe – but treatable – mental illnesses could do much to advance understanding and reduce stigma and hopelessness.

Work with stakeholders to develop a national approach and funding to meet the needs of those with neurodevelopmental conditions (NDCs). The exponential growth in those seeking assessment and support for NDCs, and the lack of appropriate service models and resources to provide this, continues to be a huge national challenge, failing to serve those who deserve this care and creating an unmanageable expectation on existing mental health services.

Continue to support the work of the Legislative Oversight Forum as it addresses medico-legal, ethical and structural changes proposed by the Scottish Government. Amendments to the Adults with Incapacity Bill, Assisted Dying for Terminally Ill Adults, a Palliative Care strategy and the ongoing mental health and capacity law reform programme will form key priorities, however, the forum continues to actively engage across a far broader legislative programme.

Build on efforts to engage and support Scottish SAS psychiatrists – currently forming one of our most disenfranchised demographics, the College must continue to advocate for this critically important and oft-overlooked group. We will seek to improve engagement, representation in College faculties and committees, and highlight workplace challenges and actions which should be taken within national recruitment and retention work.