

Developing Talent – Maximising the Potential of SAS Doctors

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Developing people
for health and
healthcare

www.hee.nhs.uk



Learning Objectives

1. Increase knowledge of the SAS Dr workforce in the North West and the commitments of the HEE/ NHSI SAS Dr Strategy
2. Discuss how trainers can participate in the development of SAS Drs in their trust/ specialty
3. Discuss how SAS Drs can contribute to the development of highly-performing trainees
4. Share examples of good practice/ challenges

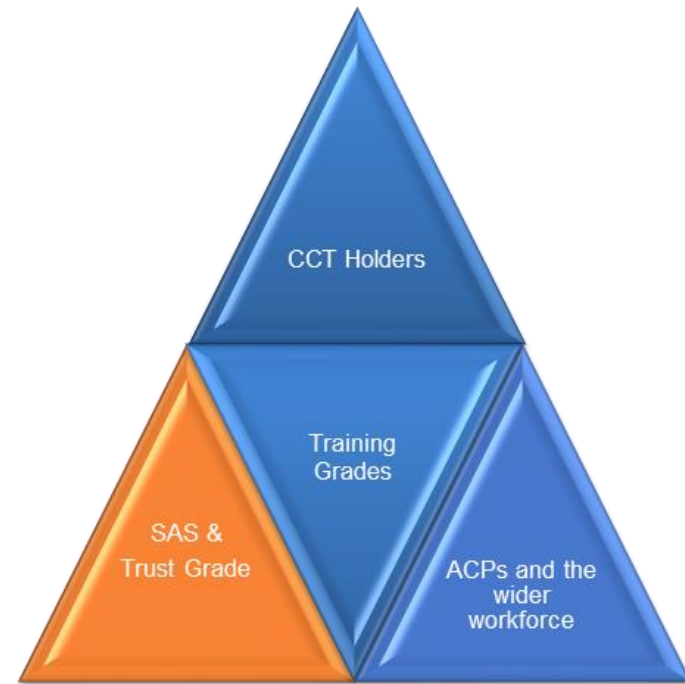
Overview

- Background/ Definitions
- Small group discussion – the SAS Dr workforce in your trust/ specialty
- Regional picture & national documents
- Small group discussion – good practice & challenges
- Feedback & summary



Background/ Definitions

HEE Workforce “Blue Triangle”



Definitions

- **SAS Doctors & Dentists**
 - Specialty Drs, Staff Grades & Associate Specialists
 - at least four years of postgraduate training, two of those being in a relevant specialty
- **Locally Employed/ Trust Grade Doctors**
 - variety of job titles e.g. Clinical Fellow, Trust Dr, FY3
 - most posts are fixed-term

Tiers of Clinical Decision-Makers

thebmj Visual summary

Safe medical staffing levels

This graphic presents new estimates of the person hours needed, by different levels of medical staff, for safe medical care in UK hospitals. The recommendations are based on a report from the Royal College of Physicians (July 2018).



Tier 1: Junior

Competent clinical decision makers

Foundation trainees

Core medical trainees

FY1 require close supervision

General Practice Vocational Training Scheme trainees

Acute Care Common Stem trainees

Physician associates

Advanced nurse practitioners

Other healthcare professionals with equivalent capabilities



Tier 2: Registrar

Senior clinical decision makers

Experienced trainees who are at the end of core medical training or other equivalent training

Specialist or specialty registrars in higher medical training programmes

Year 3 trainees in internal medicine

Specialty and associate specialist doctors

Trust doctors



Tier 3: Consultant

Expert clinical decision makers

Consultants

Specialty and associate specialist doctors with higher levels of competencies, qualifications and experience - often above threshold 2

Small group discussion

- SAS Drs in your trust or specialty
 - How many?
 - Key responsibilities?
 - Career aspirations?



Regional Picture & National Documents



SAS Drs & LEDs in the NW

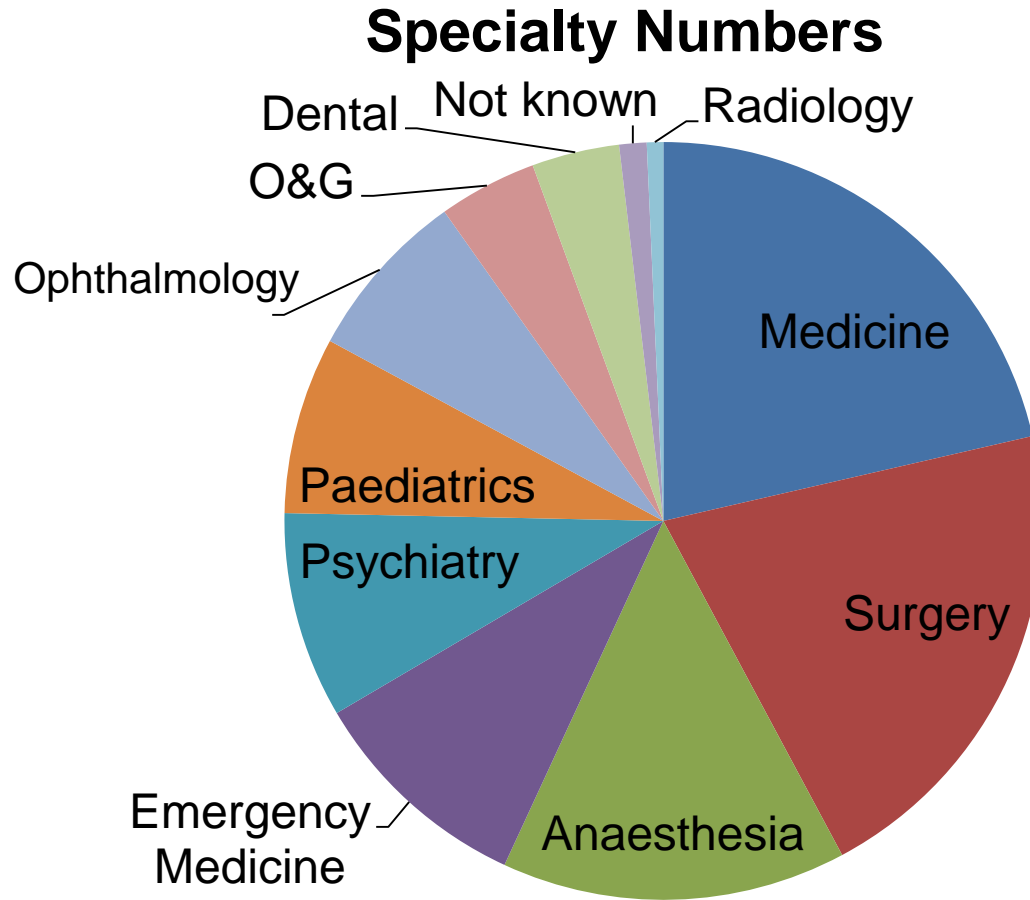
Figures from HEE NW database:

- SAS Drs – 1598
- LEDs – 1332 in 21 trusts
(data awaited for the remaining trusts)

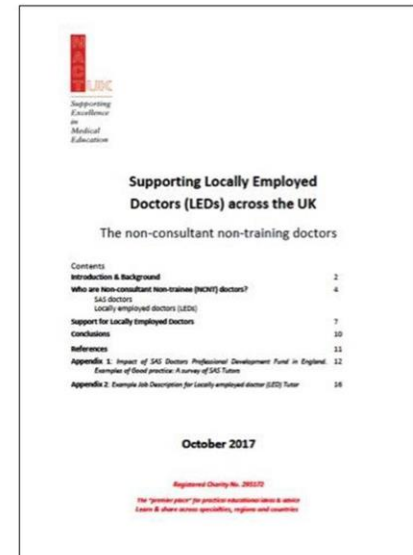
SAS Drs by Trust

No. of SAS Drs	Trusts	
0-10	Bridgewater Liverpool Heart & Chest	Liverpool Women's Walton Centre
11-40	Aintree Alder Hey Cheshire & Wirral Christie Cumbria Partnership GMMH Isle of Man - Nobles	Lancashire Care Mersey Care Mid Cheshire NW Boroughs Pennine Care Royal Liverpool Wirral
41-100	Blackpool Bolton Countess of Chester East Cheshire East Lancs Lancs Teaching	Salford Royal STHK Southport & Ormskirk Stockport Warrington & Halton WWL
101+	MFT – Oxford Rd/Trafford/ Wythenshawe	Pennine Acute UHMB

SAS Drs & Dentists by specialty



National documents



SAS doctor development

Summary of resources and further work

February 2017



HEE/ NHSI SAS Strategy

- Published February 2019
- 11 commitments



HEE/ NHSI Shared Commitments (1)

1. Develop an improved data set about SAS doctors
2. Support implementation of the SAS Charter
3. Work with providers & SAS doctors to raise awareness of guidance for the induction and revalidation of SAS doctors.
- 4. Ensure SAS doctors are offered development opportunities linked to service need, their experience and career aspirations.**

HEE/ NHSI Shared Commitments (2)

5. Work with the GMC to explore the extent to which developments in credentialing can include opportunities to develop SAS doctors.

6. Work with the Royal Colleges to encourage access to e-portfolios for SAS doctors who require it.

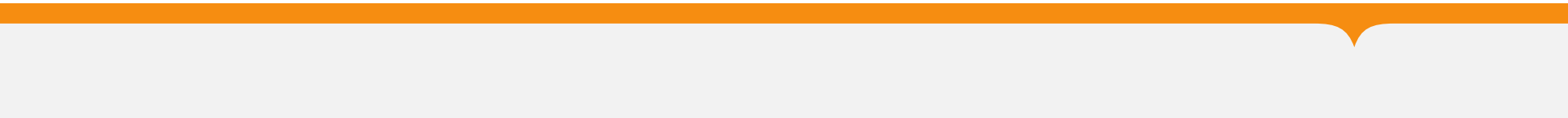
7. Work with the GMC to explore how SAS doctors who wish to return to formal training can be better supported to do so.

8. Explore how SAS doctors can be involved more effectively by colleges as a part of the education process, specifically as educational and clinical supervisors for doctors in training.

HEE/ NHSI Shared Commitments (3)

- 9. Ensure that the SAS role is supported, developed and promoted as a viable alternative to training and consultant grade roles.**

 10. Ensure that SAS doctors have a clear role to play in workforce transformation and planning.

 11. Ensure consistency of funding for SAS doctors, in terms of geography and in activities funded through SAS tutors, associate deans and/or a nominated individual with responsibility for SAS doctors.
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GMC SAS & LED work



Tell us about **your** experiences, today

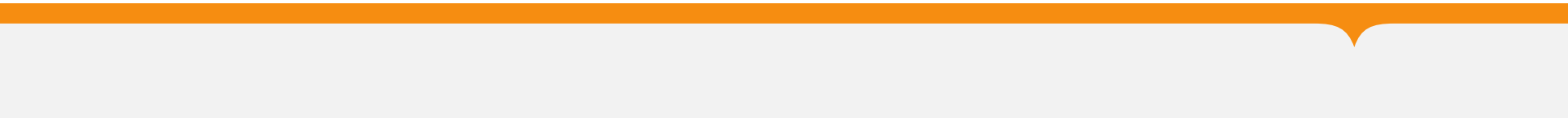
Our new survey of speciality and associate specialists (SAS) and locally employed doctors (LEDs) is open from **1 May – 12 June**.

The image is a purple rectangular box containing white text and a graphic. The graphic consists of a white microphone icon with orange sound waves on the left and an orange ECG line on the right. The text is centered and includes a call to action and survey dates.

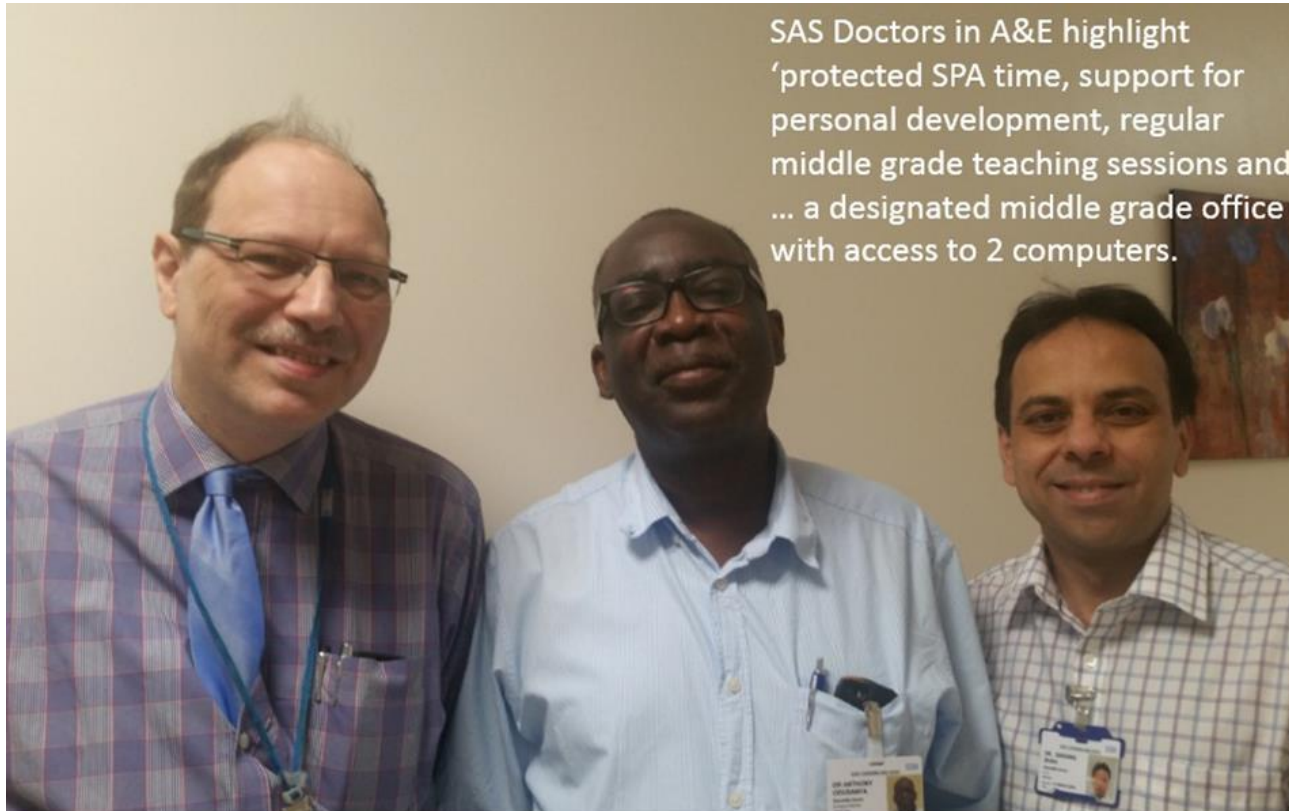
Small group discussion

- Good practice in developing the talent of SAS Drs in your trust/ specialty
- Role of SAS Drs in developing talent of others e.g. CS, ES, SAS tutor, leadership roles
- Challenges/ barriers/ solutions





Example of good practice



<http://www.eastcheshire.nhs.uk/support-for-sas-doctors.htm>

Example of good practice – ARCP-style process

- Voluntary ARCP-style process for SAS Drs
- Aims to support progression towards CESR
- SAS Dr completes a structured form prior to the meeting
- Panel – SAS lead + specialty rep who has gone through CESR



Example of good practice – Palliative Medicine (1)

- SAS Dr representation on Specialty Training Committee
- Palliative Medicine bimonthly regional teaching programme open to StRs & SAS Drs
- SAS Drs as Clinical & Educational Supervisors
- Training & Development Framework for SAS Drs
 - established in Cheshire & Merseyside for some years
 - recently adapted for use in GMEC
 - based on Specialty Registrar training programme

Summary

- SAS Drs are a diverse group with varying levels of experience & career aspirations
- Many have untapped potential as historically the role & expertise of SAS Drs has been under-recognised and under-valued
- This is changing slowly but there are many more opportunities
- HEE NW is keen to involve you and support you with this work

Resources & further information (1)

<https://www.nwpgmd.nhs.uk/sas-doctors/introduction>

Resources & further information (2)

- SAS Drs Newsletter
- <https://twitter.com/NWSASDocs>
- CESR Whatsapp Group



Delivering Excellence
7th Annual North West SAS Conference
Thursday 17th October 2019,
Radisson Blu Hotel, Manchester Airport





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