How Health Education West Midlands
Values SAS Doctors

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Associate Postgraduate Dean for SAS Doctors
History of SAS Doctors

Non-Consultant Career Grade (NCCG) Doctors

• Many posts were created to fulfil specific service requirements, and sometimes to suit individual doctors’ circumstances

• No universal minimum entry requirement

• No provisional or strategy for postgraduate medical education and training for SAS Doctors

• Professional cul-de-sac

• Achieving Consultant status has been seen as the only proper pathway for a career in hospital medicine
History of SAS Doctors

DoH in 2003 in the “Choice & Opportunity” document recognised:

- Contributions made by SAS Doctors to patient care
- Lack of career structure, professional development and satisfaction in the grade
15 key recommendations by DoH

• Need for regular annual appraisals
• Continuing professional development
• Role of the Deanery in supporting opportunities for training and professional development
• Introduction of a unified grade renamed the SAS Grade with a new incremental pay scale
Modernising Medical Careers (MMC)

- NHS/Department of Health Organisation
- Established in 2004
- Responsible for a radical overhaul of postgraduate medical training in the UK
Modernising Medical Careers (MMC)

Aims

• Ensure more patient care is delivered by trained doctors rather than doctors in training
• Develop streamlined postgraduate medical training focused on the services required by the NHS
• Develop a workforce of demonstrably competent doctors working within clinical teams who provide the majority of front-line patient care
MMC Career Framework

Career Post

• Created to fulfil specific service requirement
• Service delivery posts with no formal specialty training elements
• Appraisal and professional development opportunities are an essential part of these doctors’ careers
• Career post doctors will be able to compete for opportunities in specialty training and vice versa
Who are the SAS Doctors

• SAS Doctors are so diverse group with regard their level of knowledge, training, performance and need

• SAS Doctors are heterogeneous group from the level of beginner trainees to senior clinicians operating independently and eligible to take up consultant posts

• SAS Doctors’ roles are seen as providing a high service component

• The need for professional development and lack of a structure for educational process is hampering appropriate training and individual development

• The stage is set for the creation of a new “Lost Tribe”
Who are the SAS Doctors

• Form a significant hospital Workforce in NHS (20%)
• They have postgraduate qualifications
• Fellows and Members of Royal colleges
• A significant number are working at a very senior level independently with increasing responsibilities and autonomy
• New Specialty Doctor in early stages of their career
Who Joins SAS Grade

• By choice
• Family Life (women who need flexibility to look after children)
• Work/life balance (working hours are usually more regular)
• Setting up business
• Pursuing study outside medicine
• Overseas doctors unable to acquire a training post
Challenges Facing SAS Doctors

- SAS doctors are hardworking but often incompletely trained doctors
- Carrying out independent work but no independence
- Posts without postgraduate Dean’s approval
- Wide variation in job plans with no guidelines for session allocation
- Non-standard posts may have disadvantages terms and conditions of services, which have not been negotiated nationally
- No pathway for career progression
West Midlands Workforce Deanery
West Midlands Workforce Deanery

SAS Doctors Workforce in the West Midlands:

Total: **1154** SAS Doctors

- **439** – Associate Specialists
- **369** – Speciality Doctors
- **346** – Staff Grade
Our Mission in the Deanery

“To promote a strategic and professional approach to ensure all postgraduate education results in better patient care and service”
Clear Strategic Vision

• Strategic role in the development of SAS doctors and other doctors in service grade posts
• Identify the training, educational and development needs of SAS doctors
• Provide guidance to employers to achieve educational activity for SAS doctors
• Produce and maintain a database on SAS doctors
Clear Strategic Vision

- Ensure that each hospital has a nominated individual as Trust Clinical Lead for SAS Doctors and establish link
- Ensure mentoring programme is available for all SAS doctors
- Effective communication within the deanery and other stakeholder
Deanery Strategy for Development and Education of SAS Doctors

• All doctors need to have lifelong approach to learning to be able to perform at their best
• NHS has not always recognised the need for on-going education and training for SAS doctors
• Some SAS doctors aspire to further career progression
• Other wish to remain in the grade, but still require CPD and updating of their skills and knowledge base
Deanery Strategy for Development and Education of SAS Doctors

• We need to develop and establish a strategic framework for SAS doctors to facilitate individual professional and educational development

• Identifying and linking with the Educational lead in each Trust across the Deanery
Components of Educational Process

1- Annual Appraisal:
   Developmental plan
   Implementing the educational plan

2- Job Planning:
   Supporting Professional Activity (SPA) for educational activity and session allocation

3- Portfolio:
   Personal Portfolio on activity (Audit & Research) and experience (e.g. Logbook)
Components of Educational Process

4- Educational Activities:

- In-house educational programmes
- Use of SPA time
- Study Leave
- Teaching
- Educational Supervision and Appraisal
- Service Development (Sub-speciality Clinics)

5- SAS Doctor educational activity to be incorporated into the assessment of PMETB and College
Trust Framework for SAS Doctor Educational and Development

- College/Speciality Tutor
- Trust Clinical Lead for SAS Doctors
- Departmental Educational Lead
- Educational Supervisor (Mentor)
- Individual SAS Doctor
SAS Career and Professional Development Funding

• In 2008 Department of Health allocated funds to support SAS development nationally
• £12 million recurrent funding
• The fund distributed to each Deanery
• Approximately £1 million for West Midlands Workforce Deanery
• The Deanery opted to develop fund to each Trust on a per capita basis (based on census data)
SAS Career and Professional Development Funding

Aim of the Fund:

- To provide SAS Doctors with funding to support their career and professional development
- Directed towards activities that enable the SAS Doctor to potentially advance their careers or prepare them for different or additional responsibilities:
  - Management
  - Education
  - Extension of current clinical practice
SAS Career and Professional Development Funding

Examples of using the Fund:

• Top-up training to meet requirement for an Article 14.
• Time limited post/secondment for specific training opportunities.
• Generic courses:
  - Leadership development/management training.
  - Appraisal and Revalidation.
  - Presentation, negotiation and effective communication skills.
• Speciality specific courses.
• Specialist clinic or theatre placement.
• Post-graduate qualifications.
SAS Career and Professional Development Funding

Irregularities in using the Fund:

• Hospital Trusts did not distribute the funding and consequently, such money within the Trust’s financial system

• Hospital Trusts claimed to have used funds for SAS Doctors’ educational courses, which had already funded by their trust study leave budget allowance

• Some hospital Trusts claimed to have used the funding for CPD Education sessions, which were already part of the department educational activities and had been for years
SAS Career and Professional Development Funding

Managing the Fund:

• Health Education West Midlands is required to undertake various steps to ensure that SAS Doctors Funding will be used appropriately

• Each SAS Doctor should have access to the fund and should use the money for career development
How the WM Health Education Values SAS Doctors

We see SAS Doctors as:

• Leaders
• Educational Supervisors
• Appraisers
• Team Players
• Deanery Representatives and Members
• Provide SAS doctors with further training opportunities
How the WM Health Education Values SAS Doctors

SAS Doctors as a Leader

- Clinical Management and Leadership courses for SAS Doctors (Keele University)

  238 SAS Doctors

- Postgraduate Certificate in Leadership and Management for SAS Doctors (Keele University)

  First 25 SAS Doctors as Qualified Leaders in the region
How the WM Health Education Values SAS Doctors

SAS Doctors as an Educational Supervisor

- Blended E-Learning Course with a workshop for SAS Doctors (Miad)

200 SAS Doctors have a licence
How the WM Health Education Values SAS Doctors

SAS Doctors as an Appraiser

- Appraiser Course to prepare the SAS doctor as a high quality appraiser to participate in the appraisal and revalidation process

90 SAS Doctors as appraiser

(to appraise SAS doctors and Consultants)
How the WM Health Education Values SAS Doctors

SAS Doctors as a Team Player

They need to know their rights

- Equality and Diversity Course for SAS Doctors

175 SAS Doctors attend this course
How the WM Health Education Values SAS Doctors

SAS Doctors as a Team Player

They need to know how to deal with human errors in clinical settings

- Human Factor Awareness Course for SAS Doctors

180 SAS Doctors attend this course
How the WM Health Education Values SAS Doctors

SAS Doctors as a **Deanery Representative**

In every Trust in the region there is an SAS doctor as deanery representative

- **SAS Clinical Tutor** (> 30 SAS Doctors)

- **SAS Lead** (< 30 SAS Doctors)
How the WM Health Education Values SAS Doctors

Provides SAS Doctors with Training Opportunities

- SAS Doctors in Emergency Medicine
  SAS Doctor Fellowships
  Individually Tailored Regional Training Opportunities

- Secondment placement for SAS doctors
  CESR Application
Roles of SAS Clinical Tutor

• *Develop new educational opportunities* for SAS Doctors (in-house or by outside providers)

• *Annual Appraisal:*
  - Personal development plane
  - Show the extent of knowledge and skills
  - It will form part of revalidation
Roles of SAS Clinical Tutor

• *Job Planning*
  - New contract
  - SPA for education
  - Session allocation

• *Portfolio:*
  - Personal development portfolio
  - Help with appraisal process
  - Assess your educational needs
Principles and Policy for the use of SAS Doctors Career and Professional Development Funding

• Used by SAS Doctors registered with the Deanery

• For funding opportunities not normally funded by trust study leave budget

• SAS funds should be used after and above the study leave budget and not as a substitute
Principles and Policy for the use of SAS Doctors Career and Professional Development Funding

• SAS Funds usage will be a combination of deanery-based and trust-based activities
• SAS Funds will be released to each Trust as two instalments of 50% of the total annual allocated funds
• It is the responsibility of each Trust or PCT to give an account of their use of SAS Funds every 6 months to receive the next instalment of funding
Principles and Policy for the use of SAS Doctors Career and Professional Development Funding

• SAS Clinical Tutors /Trust Leads of every Trust has the full responsibility to ensure the Funds used is done with:
  - Transparency
  - Equality and responsibility
  - Document its usage
Principles and Policy for the use of SAS Doctors Career and Professional Development Funding

• SAS Clinical Tutors /Trust Leads of every Trust should seek agreement with SAS doctors in their Trust and PCT with regards the priorities for the allocation of funding
Principles and Policy for the use of SAS Doctors Career and Professional Development Funding

• It is the responsibility of the Health Education West Midlands (Postgraduate Medical Dean & Associate Postgraduate Dean for SAS Doctors) to ensure:
  - Fair distribution
  - Monitoring
  - Audit
  - Recommending priorities
  - Apply regular scrutiny measures
How the WM Health Education Values SAS Doctors

SAS Doctors as a Deanery Member

• Registration Scheme
• Deanery Inspection Visit
• Deanery Meetings
Registration Scheme

• It is obligatory for every SAS doctor in the region
• Every SAS doctor will issue a unique SAS Number
• Without SAS Number you will not able to claim or access the SAS Doctors Career and Professional Central Funding
• It is the Responsibility of SAS Clinical Tutors/SAS leads to encourage and ensure that every SAS doctors register with the Deanery
Registration Scheme

Click on Registration 2013

Welcome

Welcome to the West Midlands Deanery, a large deanery with 1210 SAS doctors across 32 Trusts in the region.

SAS Doctors are a very diverse group with regard to their level of knowledge, training, performance and need. Whilst their roles are seen as providing a high service component, the need for professional development and the lack of a structure for educational process is hampering appropriate training and individual development.

Our mission in the West Midlands Deanery is to promote a strategic and professional approach to ensure all postgraduate education results in better patient care and service. We have a clear strategic vision for the development of SAS Doctors identifying their training, educational and development needs and ensuring that each hospital has a nominated individual as a Trust Clinical Lead for SAS Doctors and establish links with the Deanery.

To do this, we aim to offer exciting educational programme activity to cover a broad range of essential non-clinical skills. Furthermore, we support local educational programme in every Trust through very active enthusiastic SAS Tutors and SAS leads.

SAS Funds:

- SAS Funds usage will be a combination of deanery-based and trust-based activities.
- SAS Funds will be released to each Trust as two instalments of 50% of the total annual allocated funds.

We also support and encourage SAS Doctors to undertake a variety of SAS Funds courses and activities. For more information, please visit the SAS Funds section of the SAS Doctors section of the SAS Doctors Network.

Key Documents

- Revalidation FAQs for Trainees June 2013
- NHS Employers SAS Approval Document June 2013
- HERM Principles and Policy for the use of SAS Doctors Career and Professional Development Funding

Sub Menu

- Associate Postgraduate Dean Profile
- Who are SAS Doctors?
- Resources
- SAS LEADS Contact Details
Registration Scheme

Complete Questionnaire
Progress percentage bar is at the top of each page

Only completed questionnaires will be accepted.

Certificates with registration numbers to be used for course booking will be issued. Sample on next page
Currently 972 SAS Doctors registered out of 1154 doctors

84% Registered
<< Name>>

<< Job Title >> in <<Speciality>> at <<Trust>>

Has registered as an SAS Doctor with West Midlands Deanery

SAS Reference Number: " "

Professor Elizabeth Hughes
Postgraduate Dean

Mr Mamdouh Morgan
Associate Dean
## Deanery Inspection Visit

### SAS Doctors Review Findings Report Summary

**SECTION 1: Visit Overview and Executive Summary**

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<thead>
<tr>
<th>Type of Visit: (include reasoning)</th>
<th>Scheduled Review</th>
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**LEP Visited:**

**Site and Address:**

**SAS Clinical Tutor:**

**Postgraduate Medical Education Director:**

**Review Date:**

**Review Panel:**

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<th>Name</th>
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<th>Organisation</th>
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**LEP Feedback Attendance:**

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**Executive Summary:**

- Notable Practice:

- Areas for Improvement or Enhancement:

**Recommendations:**

**Follow up arrangements:**

- Action plan to address concerns required:
  - Not Required
  - 4/8/12 weeks from date of review visit

- Progress report against action plan required to be submitted to Associate Postgraduate Dean for SAS Doctors:
  - Not Required
  - 3/6/12 months from date of review visit to XXX

- Follow up review visit required:
  - Not Required
  - 3/6/12 Months from date of review visit to XXX

**Patient safety issues and/or serious concerns highlighted:**

- Yes / Potential / No

**Further Comments:**
Deanery Inspection Visit

Aims

• Supportive to the SAS Doctors
• Listen and liaise with the SAS Doctors
• Monitoring the Educational Plan
• To ensure that the SAS Fund is used appropriately and reporting any irregularities
• Send a message to the Trust that SAS doctors are valuable members of the staff
Deanery Meetings

• “Deanery SAS Doctors Leads Meeting”
  Meeting every 6 months with the Associate Postgraduate Dean

• “Advisory Session for Individual SAS Doctors”
  Every Friday afternoon from 2:00 pm
Deanery Activities

• Educational Activities:
  - Clinical Management and Leadership courses for SAS Doctors (Keele University)
  - Effective Teaching Skills for SAS Doctors
  - Workplace-based assessment for SAS Doctors
  - On-the-Job Teaching for SAS Doctors
  - Train the Trainers specific for SAS Doctors
  - Development and maintaining portfolio for SAS Doctors
  - Appraisal and Revalidation
  - Presentation, negotiation and effective communication skills
Message to Take Home

- SAS Doctors are truly valued members of Staff
- SAS Doctors are highly valued by the West Midlands Deanery
- SAS Doctors need to be valued by the Consultants and the Hospital Trusts

You are as GOOD as GOLD
THANK YOU