



Supporting Successful Scottish Healthcare

Developing SAS service delivery and safe patient care





Our mission

Enabling SAS doctors and dentists to achieve their full clinical potential

Background

The Scottish Health Service is known for the quality of its clinical care. Doctors and Dentists in the Specialty Doctor and Associate Specialist (SAS) grade are a vital part of the teams that enable this service delivery. They make up approximately 25% of the senior medical workforce and are often appointed to such posts at an earlier stage in their career than those pursuing a Consultant career.

It has been recognised that taking up a Consultant or SAS post should not mean cessation of career development. Rather it is envisaged that, while doctors and dentists will practice their learned competencies, they will also continue to develop new skills to support changing specialist service development.

Where clinical departments are supported by an SAS doctor or dentist, this individual is often enabling delivery of a large proportion of core services in their department. SAS doctors and dentists are often closest to understanding the practical issues affecting care delivery. The Scottish Government recognises this, and believes that additional development of new specialist skills by SAS doctors and dentists would make an enhanced contribution to resolving local service issues and enabling better delivery of care.

Aims

The SAS Development Programme seeks to direct national funding to those SAS doctors and dentists whose clinical teams are seeking to develop new or improved clinical services. The Scottish Government has continued their initial funding, to support costs for training, or to pay for current rate salary backfill whilst an individual undergoes practical training. In addition, funding has enabled the creation and training of a national network of Education Advisers (themselves SAS doctors or dentists) to galvanize and guide local SAS doctors and dentists in making the best use of this funding, and to liaise with their local health boards to ensure best use of the fund.

NHS Education for Scotland is pleased to be the organisation responsible for overseeing the delivery of this project. In partnership with Health Boards across Scotland, NES aims to demonstrate the added benefit to Scottish Healthcare of this focused development of SAS doctors and dentists.

Funding for our future care

- Training to support a new procedural service e.g. Functional Endoscopic Sinus Surgery
- Training to support a new clinic, e.g. Diabetes eye service
- Training to target services with limited delivery and resultant delays in patient treatment, e.g. colonoscopy, dental sedation
- Training in the skills required to improve senior presence with specialist skills, e.g. dental trauma skills in A&E, paediatric skills
- Training to enable a new role in medical and dental education (and so release other unit medical time).
- Training to support a new managerial role within a department, e.g. MDT chair.
- Training to enable those SAS doctors, who wish to achieve CESR to pursue this.

Stakeholder support:

The programme is supported by a NES-based programme group with representation from Medical Directors (SAMD); DMEs, Scottish BMA SAS Group, Scottish Academy of Medical Royal Colleges, and the Medical and Dental Directorates of NES.

A standard and transparent process:

- Nationally agreed application forms are available, through SAS Advisers in each Board and the NES website. Please visit our webpage at

<http://www.scotlanddeanery.nhs.scot/your-development/specialist-and-associate-specialist-doctors-and-dentists/>

- All clinical staff in substantive SAS appointments are eligible to apply.
- A key component of applications is the statement from the relevant Clinical Director on the relevance of the application to development of improved clinical service.
- Agreed criteria are used by a national panel, which meets quarterly, to assess and approve or reject applications. (Funds are not intended for research projects or dissertations. For courses with duration of more than a year, applications can only be approved on a year to year basis.)
- A list of successful applications will be published on the website, and case-studies of service improvements.

<http://www.scotlanddeanery.nhs.scot/your-development/specialist-and-associate-specialist-doctors-and-dentists/case-studies/>

Our strategy

Identifying a clinical need: Enabling a transparent process: Providing a network of support: Evidencing successful outcomes

NES is committed to the support of SAS doctors and dentists (in association with their Clinical Director) who are interested in developing the clinical services that they deliver locally, and who need training to achieve this.

Clinical Directors are key partners in the planning of any enhancement to local service provision and, to ensure optimal benefit from funds allocated, NES will require Clinical Director support and commitment to the planned service change.

A standardised application process is used with clear assessment criteria. Successful applicants and the CD will be also asked to report on the subsequent service outcomes achieved.

The Role of the SAS Education Adviser

Fostering a culture of skills development

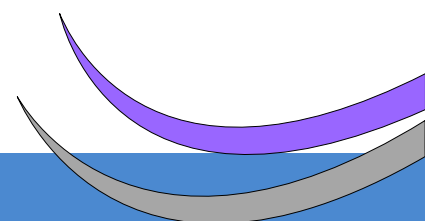
A national network of advisers promote the programme locally and work with Directors of Medical Education and Service Leads to identify and support those well placed to develop new roles for the benefit of clinical service. Through the creation of a local network of SAS staff, they promote the recognition of SAS skills and their development.

Guiding interested applicants

SAS Education Advisers are the local lead for advice on suitable applications and, through the creation of a network of successful applicants and those SAS staff who have achieved CCT, CCST, or equivalent, will support local peer-peer guidance for potential applicants. They will also be a source of contacts at Regional and National level.

Evidencing improvement

In order to support the evaluation of this investment in development, advisers will be the key contact for the gathering of local information about the progress and outcome of each application.



Your SAS Development Network

In association with each Health Board, NES has appointed SAS doctors and dentists to the posts of SAS Education Adviser. Names of each board contact can be found on our website.

<http://www.scotlanddeanery.nhs.scot/your-development/specialist-and-associate-specialist-doctors-and-dentists/>

Twice yearly meetings of the network support the development of these advisers and allow learning from a shared discussion of issues and best practice.

Local board-based networks relate to this and are managed by each SAS Education Adviser.

Dr Lynne Meekison, Associate Postgraduate Dean (SAS), NES Professional Development Workstream, provides leadership and direction for the network and the programme as a whole. Nicola Armstrong provides programme coordination.



The SAS Development Programme

NHS Education for Scotland

3rd Floor, 2 Central Quay

89 Hydepark Street

Glasgow, G3 8BW

Contact: SASDevelopment@nes.scot.nhs.uk

Telephone Number: 0141 223 1509



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