

# SAS Development Programme

End of year programme report April 2020 - March 2021



# Overview:



The Scottish Staff, Associate Specialist and Specialty (SAS) Doctors and Dentists Development Programme was established in 2012, recognising that taking up a SAS post should not mean cessation of career development.

SAS doctors and dentists provide practice in areas of learned competencies; however, it is essential that they continue to develop new skills to support changing specialist service development and to develop their roles within clinical teams.

The huge challenge faced by Scotland's NHS due to the COVID pandemic has impacted significantly on all staff groups; Specialty Doctors /Dentists and Associate Specialists have worked tirelessly throughout the pandemic. SAS grade doctors and dentists have risen to the challenge in Scotland, initiating changes, leading their teams, adapting to new ways of working; many working in their own specialty but others supporting other clinical teams. Their contributions to caring for Scotland's population has been invaluable.

The Scottish SAS Development Programme has responded to the challenges faced, both supporting SAS Doctors and Dentists and offering guidance as we all navigate our way through the pandemic.

The SAS 5th National Conference was due to take place in the week of the first National Lockdown in March 2020. Whilst our initial aim was to reschedule this large in-person event, the National Conference, as well as other in-person training events planned in 2020 were all cancelled. In March 2020, the infrastructure for online learning was in its infancy; the SAS workforce was mobilised into helping to set up new wards and to prepare for the pandemic.

Our SAS Programme team rapidly established Induction guidance for SAS who may be re-deployed and highlighted sources of support for the SAS group. Professor Alan Denison, Dean in NES and Dr Lynne Meekison, Associate Postgraduate Dean (SAS) ran an initial series of webinars to engage with and support SAS across Scotland, allowing them to raise their concerns.

Whilst those SAS working in specialties focusing on the COVID pandemic response needed guidance on developing or learning new clinical skills for this challenge, some were supporting the education of other groups of staff including Medical Students and trainees; others were working as part of teams where new skills to facilitate improved clinical care “post- Covid” were required. Some specialties and teams had minimal time for training; other services were on hold in the first wave of the pandemic. The SAS Programme adapted to meet the changing needs of all SAS groups.

Since the inception of the SAS Programme 9 years ago, our aim has been to direct national funding to those SAS doctors and dentists whose clinical teams are seeking to develop new or improved clinical services, or to enhance their role within the clinical team, and where funding is not otherwise provided by the employing Health Board via study-leave funding. Applications for funding are prepared by the applicant together with the local SAS Education Adviser for their health board, supported by both the individual’s Clinical Director and Director of Medical / Dental Education. The SAS Programme Board reviews all applications on a quarterly basis and awards funding to those individuals whose proposals clearly demonstrate that this training will lead to improved Clinical Services and improved patient care.

In addition, those individuals who have a clearly identified gap in their knowledge or training may be supported so they can be released for “top-up training” towards a CESR application. This year, the balance of applications has been very different to previous years, and secondments for top up training have been deferred as the ability to undertake “training” has been very limited.

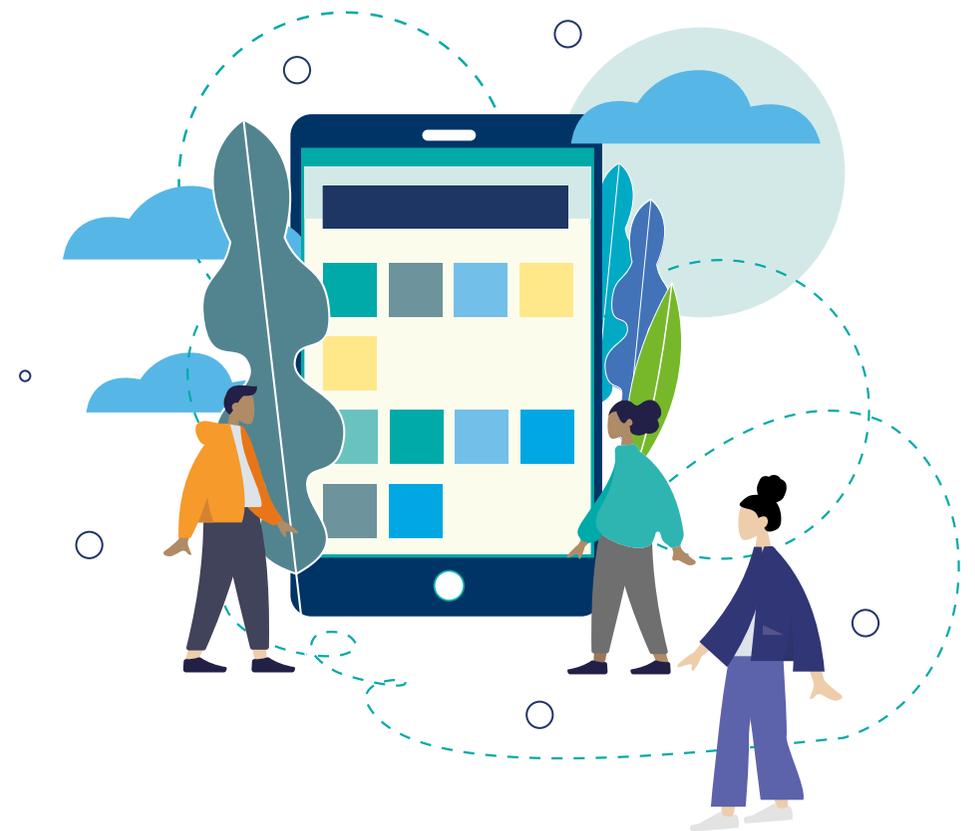
# SAS Programme team

The SAS Programme Board meets quarterly to discuss operational issues and considers all applications for funding based on individual merit and set criteria. The Programme Board includes representation from NES, Directors of Medical Education (DMEs Group), the BMA and the Academy of Medical Royal Colleges (AoRMC).

Until summer 2020, Professor Alan Denison continued as Lead Dean overseeing the SAS Development Programme before handing over to Professor Amjad Khan. The Programme continues to be supported by Mr Adrian Dalby, General Manager, Professional Development Workstream, NHS Education for Scotland.

Dr Lynne Meekison continues to lead the programme as Associate Postgraduate Dean (SAS) and manages the network of SAS Education Advisers across NHS Scotland.

The team is supported by Phil Smith, Larissa McFadden and Rozanne Suarez, SAS Programme Officers and part of the NES Professional Development workstream.

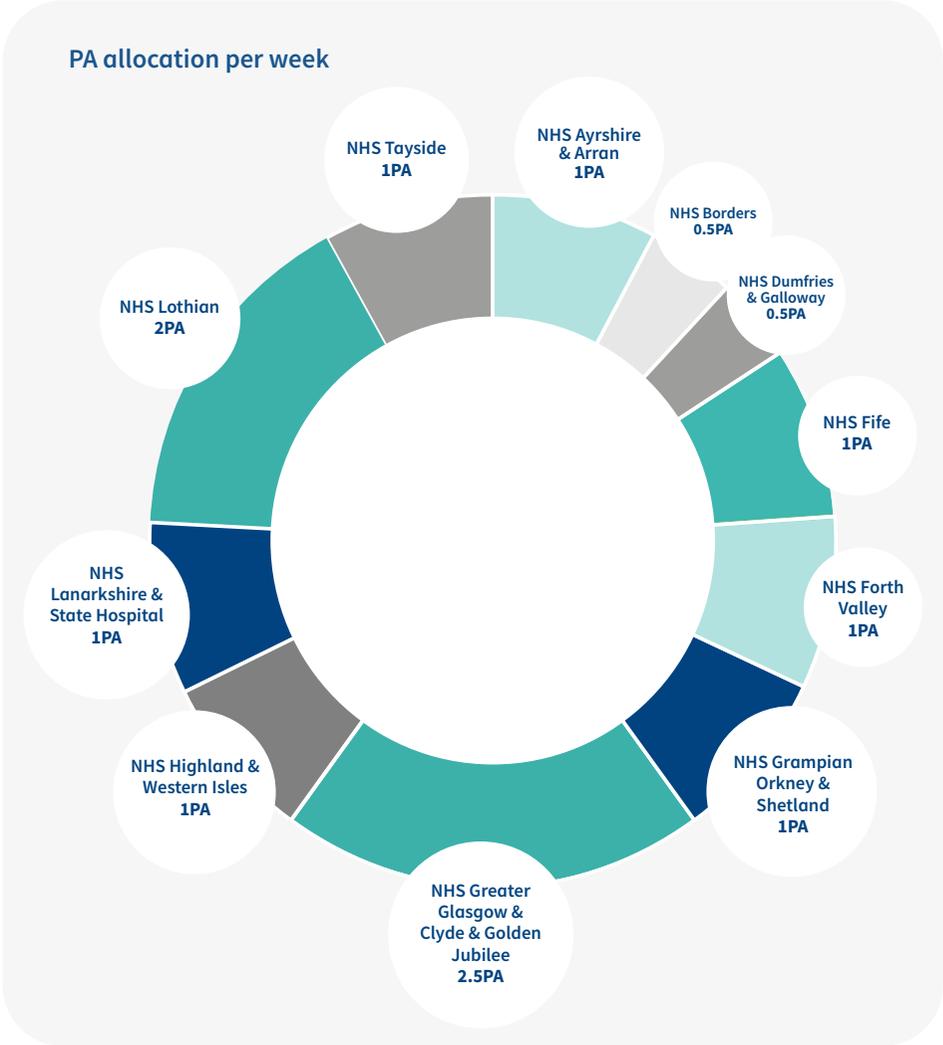


# SAS Education Adviser team/ managed Educational Network

## Education Adviser team/managed Educational Network

Our experienced SAS Education Adviser team continue to provide essential local support for their SAS colleagues in their Health Boards, aiming to support their wellbeing, and where appropriate by helping enable SAS to develop, allowing them to reach their potential in the interests of clinical service provision and patient care. The SAS Education Adviser team welcomed 4 new members, replacing colleagues who had retired or who had themselves taken up a Consultant post following successful award of CESR.

The following represents the SAS Education Advisers by Health Board and their allocated PA per week for the role, which is apportioned by the number of SAS within each Board. The allocation of sessions may need to be adjusted going forwards, according to the agreed set criteria, as the numbers of SAS grades in some Health Boards alters over time.



# Education Adviser-led local events

In 2020-21, due to the pandemic and the constraints on the health boards with study leave being widely cancelled for much of the year, we were only able to hold six Health Boards’ local SAS educational events. The Education Advisers of NHS GG&C, NHS Forth Valley and NHS Lothian still managed to successfully run their local events using online platforms to reach their audience, and arranged speakers including local British Medical Association (BMA) representatives, the University of Glasgow, and Directors of Medical Education, covering topics such as assertiveness, leadership, culture and wellbeing, how the medical team can support SAS in their careers, university roles for SAS, and working arrangements during a pandemic. Other planned local events had to revert to a local virtual drop-in session due to the restrictions of the COVID pandemic.

We saw a total of 149 SAS delegates attending the online local events. We are optimistic that more local SAS Development Days that have been necessarily postponed will be able to be run online, later in 2021.

We plan to continue to host local events to ensure our visibility and support within the boards when conditions allow, exploring options to offer online support and networking.

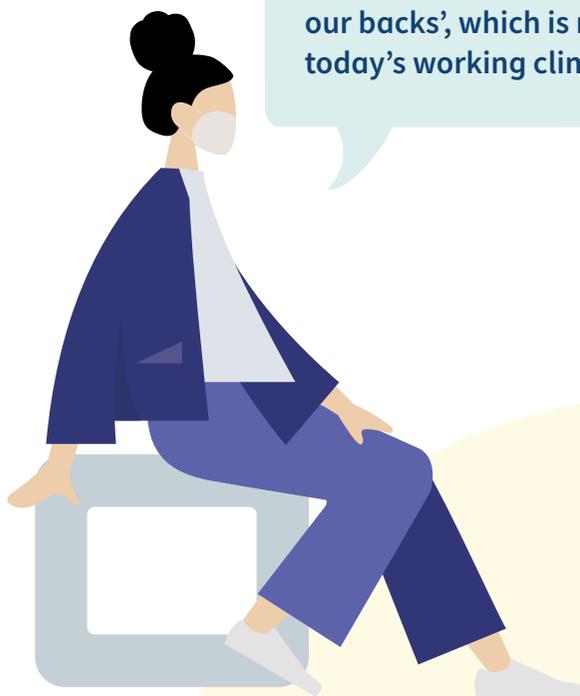
	Attendees
<ul style="list-style-type: none"> <li>NHS Dumfries &amp; Galloway Various</li> </ul>	35
<ul style="list-style-type: none"> <li>NHS Forth Valley September 2020</li> </ul>	5
<ul style="list-style-type: none"> <li>NHS Greater Glasgow &amp; Clyde November 2020</li> </ul>	51
<ul style="list-style-type: none"> <li>NHS Fife Drop-in February 2021</li> </ul>	5
<ul style="list-style-type: none"> <li>NHS Lothian March 2021</li> </ul>	39
<ul style="list-style-type: none"> <li>NHS Highland Drop-in March 2021</li> </ul>	14
<b>Total</b>	<b>149</b>

**Of the 84% of delegates who responded to our request for feedback from a local event, 100% of attendees would recommend these events to SAS colleagues.**

“I really appreciate the advice on career development and support in general for SAS doctors provided by the SAS team. I look forward to the AGM every year, and always enjoy the talks from the speakers arranged. You do great things for the morale of the doctors in the grade, and we know you ‘have our backs’, which is really important in today’s working climate. Thank you all.”

“I enjoy these meetings immensely. It is good to get together as a group and speak with like-minded people.”

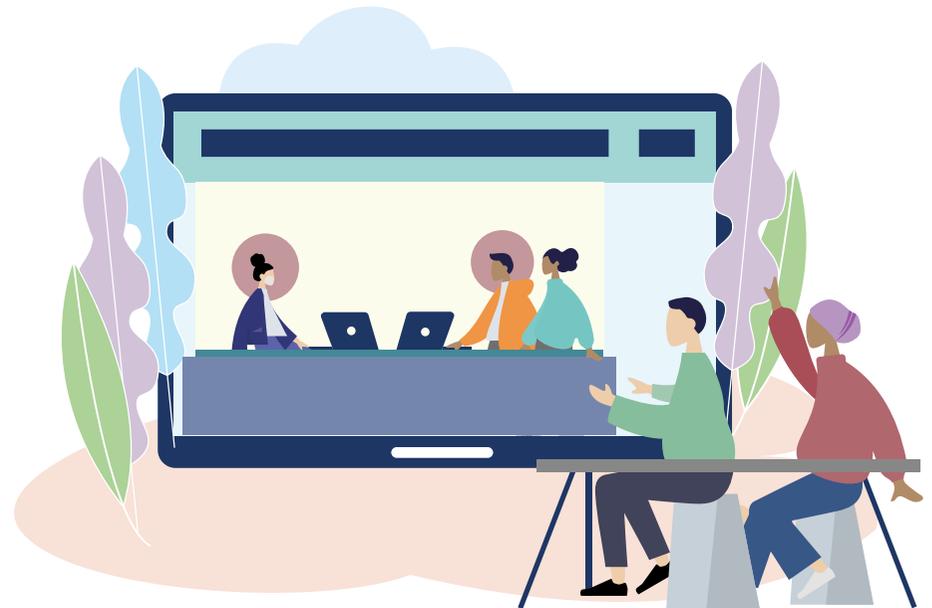
“Dr Meekison always speaks so passionately and encouragingly about SAS doctors. I think she is a brilliant champion for the group.”



# SAS Training Calendar

The SAS Programme ordinarily organises and runs bespoke training workshops to meet the skills needs of SAS. Whilst the SAS Training Calendar schedule was affected by the circumstances of the ongoing COVID-19 pandemic over the 2020-21 financial year, we instead delivered a series of online learning events and courses. These began in May 2020 with 3 virtual Q&A sessions for SAS doctors and dentists, hosted by Dr Lynne Meekison and Lead Dean Professor Alan Denison, to address their queries during the pressure and upheaval of the pandemic.

SAS COVID-19 Support webinars	Date	Attendees
Q&A Webinar 1	1st May 2020	28
Q&A Webinar 2	15th May 2020	24
Q&A Webinar 3	29th May 2020	23
TOTAL ATTENDANCE		75



# SAS Careers webinars

The SAS Development Programme organised a series of webinars to address career development for SAS doctors and dentists. These very popular sessions were Chaired by Dr Lynne Meekison, APGD (SAS) with all the speakers being current or recent SAS doctors.

SAS Careers webinars	Date	Attendees
Extended Roles	June 2020	67
Developing Your Career, Any Age, Any Stage	July 2020	68
Job Planning	Oct 2020	49
Experience of Applying for CESR	Oct 2020	42
Quality Improvement	Jan 2021	64
<b>TOTAL ATTENDANCE</b>		<b>290</b>



**'Extended Roles'**, hosted by NHS GG&C Education Adviser Dr Jane Wilkinson, covered which extended roles might be available for SAS grade doctors and dentists, discussing the training which would be required, and how to potentially apply for these roles.

**"1st time webinar at home! Excellent easy-to-follow session. Generous details and even more time to answer questions at the end."**

**"Great presentation. Both speaker and chair were knowledgeable, credible and helpful."**

**'Developing Your Career, Any Age, Any Stage'**, hosted by NHS Lanarkshire EA Dr Patricia Townsley, addressed how to identify personal development needs and how to use appraisal, job planning and the SAS Development Programme for support.

**"Great and very inspiring presentation, which makes you think you could achieve what you want. Some extremely good points given on how to achieve your goals. As always extremely clear guidance."**

**"I wish this webinar had been available when I started out as a Staff Grade surgeon almost 20 years ago."**

**'Job Planning'**, hosted by Dr Sue Robertson, Associate Specialist and Mr Scott Anderson of the BMA, offered guidance on job planning for SAS, including an overview of terms and conditions at the SAS grade, advice and guidance on how to make the best use of job planning towards personal career goals.

**"Excellent informative and practical talk. Clearly illustrated the importance of accurate diarising in job planning process"**

**"Very well run and informative session. Useful to see practical applications on Job Planning and introduction to BMA Dr Diary application."**

We were also pleased to feature the former SAS Education Adviser for Grampian, Mr Jamil Ahmed, as a speaker for the dedicated virtual webinar **'Experience of Applying for CESR'**, where he shared his own experience and advice from his successful application for CESR. Mr Ahmed was himself a SAS-grade surgeon who has now taken up a Consultant post.

**"Very insightful, really good to hear from someone who has been through the process."**

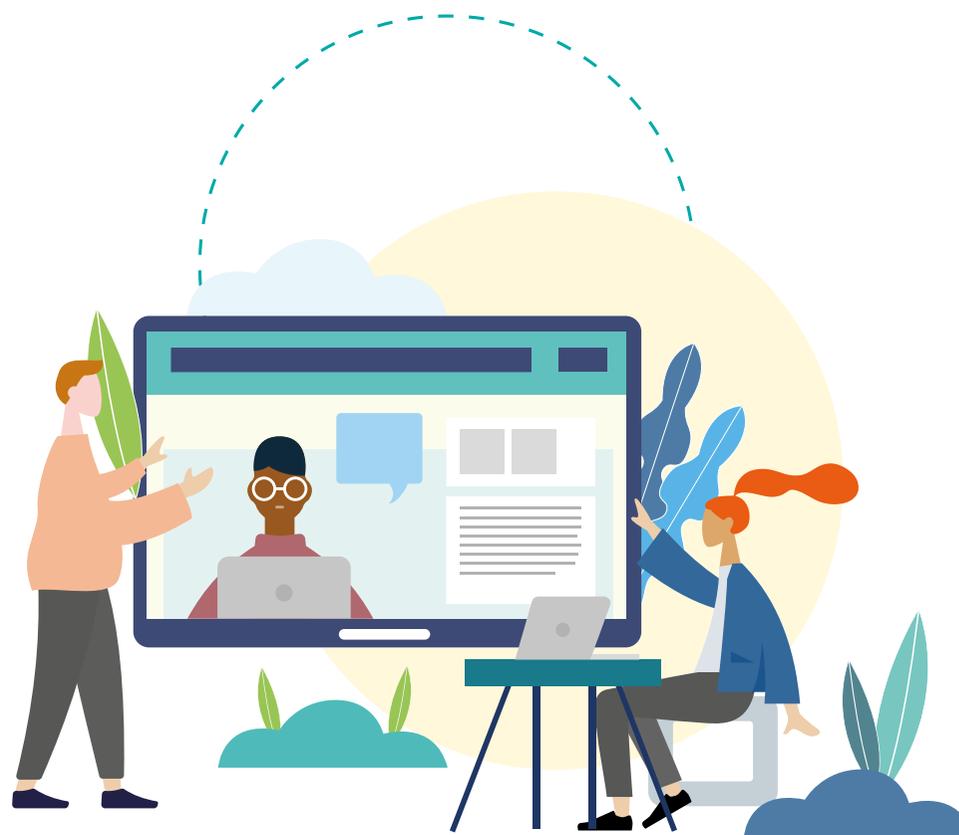
**"Well organised and chaired with a good balance between presentation and Q&A sessions."**

# Quality Improvement

While the Programme has offered NES-run Quality Improvement workshops in previous years, for the first time, the Programme offered a Quality Improvement webinar session run by SAS doctors for SAS doctors. Specialty Doctors Claire Gilroy, who is a Scottish Quality and Safety Fellow, and Adam Livingston, who is a joint QI and Audit Lead, offered presentations based on their own experiences of making the most of QI opportunities and engaging colleagues towards successfully implementing change.

“Excellent choice of speakers, I really enjoyed hearing their perspectives and their approaches to QI. I think this webinar will really help with my planning for future projects.”

“Both the speakers were great and made it look like that QI project does not have to be complicated and that simple things can make big changes. The clear differentiation between an audit, research and QI was impressive.”



# SAS Development Programme workshops

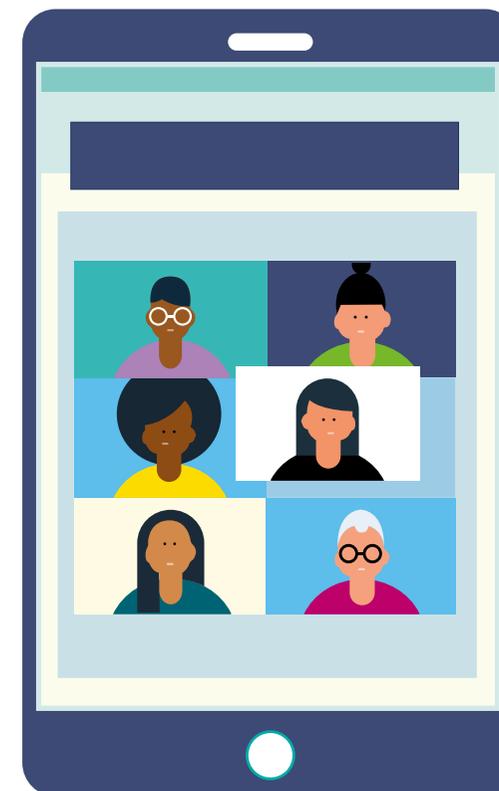
SAS Workshops	Date	Attendees
Human Factors & Patient Safety workshop series	Oct 2020	19
GMC-led CESR workshop	Nov 2020	61
GMC Decision Making & Consent for SAS Doctors workshop	Mar 2021	16
<b>TOTAL ATTENDANCE</b>		<b>96</b>

## GMC Decision Making & Consent for SAS Doctors workshop

Following the GMC’s publication of new guidance regarding patient consent to healthcare decisions, the SAS Development team arranged a dedicated webinar on the topic. GMC representatives reviewed the latest guidelines with SAS doctors and provided advice to help them confidently approach their conversations with patients and overcome any challenges, e.g, when a patient might lack the capacity for decisionmaking.

“Reassuring and informative”

“Friendly and welcoming[...] Excellent facilitators/ presenters”



# GMC-led CESR workshops

We continue to work in collaboration with the General Medical Council (GMC) Specialist Applications Team to host workshops for SAS doctors in Scotland to learn more about the CESR process, and how to take forward an application.

We ran our first virtual workshop this year, guiding and supporting 61 SAS grades at various stages of the CESR process. Some individuals will thereafter apply to the SAS Development Fund, to support a short period of top-up training that should enable them to make a successful CESR application.

**This far exceeded expectations. Exceptionally knowledgeable presenter was so patient and helpful with all our questions and really put my mind at ease about the logistics of CESR.**

**The presentations were the clearest I've experienced regarding the process and how to go about finding/logging and verifying evidence.**

**Excellent clear guidance. The Q&A session was particularly useful, and it was great to have been able to have given such a good amount of time for it.**

### CBCT Masterclass for Dentists

Owing to the significant levels of interest from SAS dentists across Scotland in developing Cone Beam Computed Tomography (CBCT) skills, the SAS Development Programme was able to engage an expert facilitator to run two dedicated instances of a CBCT Masterclass in June 2020, consisting of an online module and live one-day training session on safe and effective operation and reporting of CBCT scans. 21 SAS dentists were supported to attend the Masterclass, with 1 additional SAS undertaking a shorter Refresher module.

**The online module was really well broken down into manageable chunks and was a great prelude to the hands-on day. Day 2 was packed full of hints, tips and sensible comments and there wasn't a wasted moment. Really good and very challenging.**

**The online content was informative and easy to navigate. It was useful to have access to manipulating the images under the instruction of a Consultant Radiologist. The anatomy revision was very useful.**

### Other short courses

For SAS who are already taking on Leadership/ training roles, we have funded training to help develop the skills required for these new roles:

- + Two of our Education Advisers were supported to undertake an Advanced Leadership course at Keele University, designed specifically for those in SAS grades.
- + One SAS was supported towards a Train the Clinical Trainer course.

In addition, one SAS doctor was funded to take part in a Core Medical skills Simulation training Programme, by joining an Internal Medical Training Bootcamp.

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### Webpages & Online Resources

The webpages under the SAS Development section of the Scotland Deanery website were visited a total of 5,050 times in 2020-21.

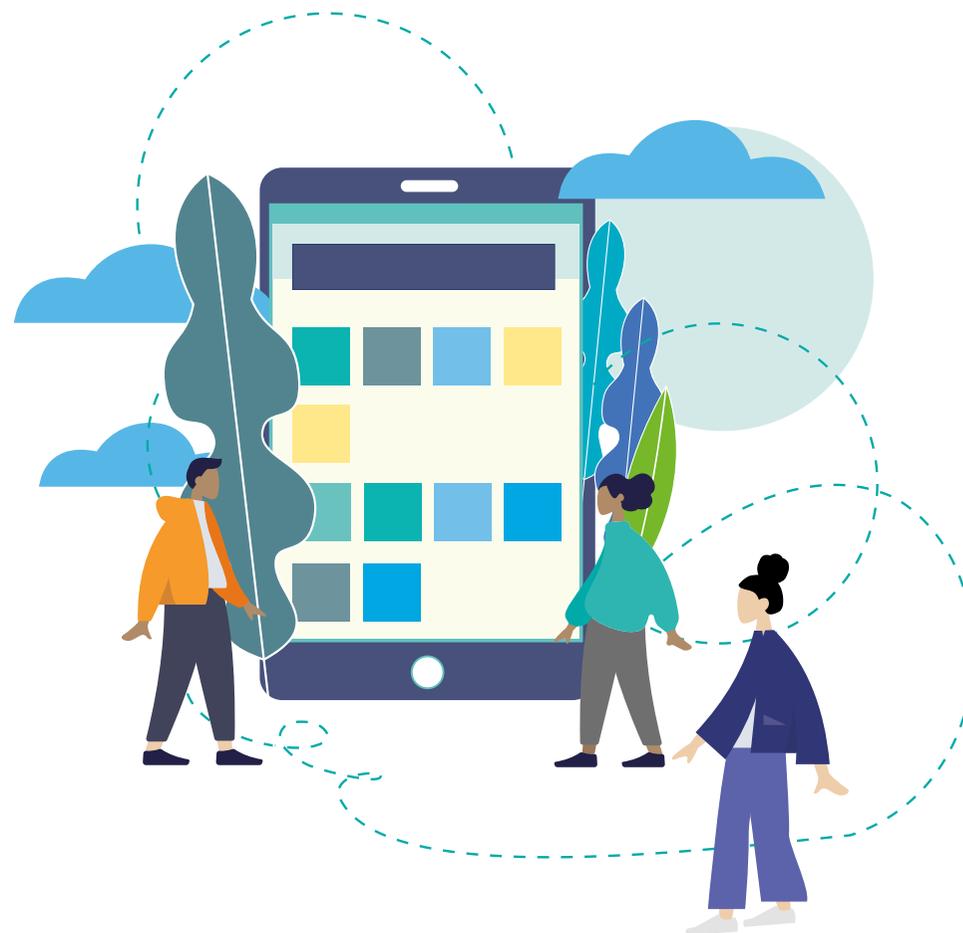
Additionally, recordings of our webinars were viewed a total of 166 times.

# Scottish National SAS Conference

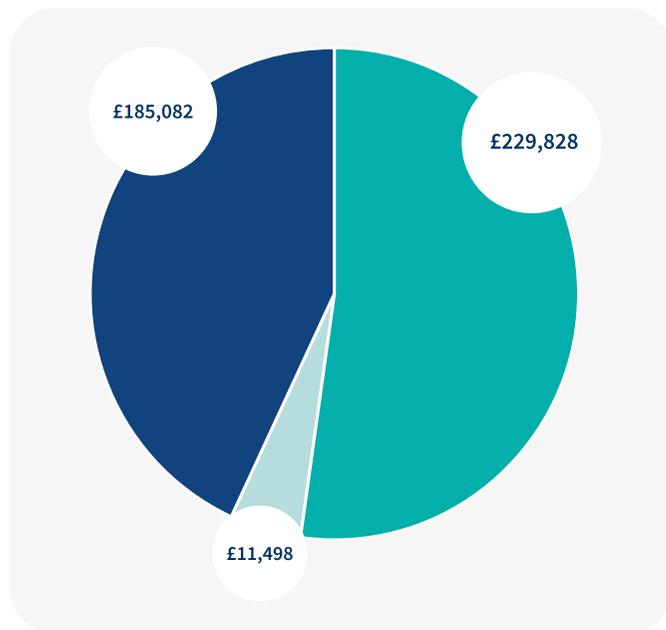
The Scottish National SAS Conference, 'Valuing SAS in Scotland's NHS', had been scheduled to take place in late March 2020. This conference had a focus on Wellbeing and had been fully subscribed. However, due to the COVID-19 pandemic, we have instead organised our first ever virtual conference, to take place on the afternoon of 17 June 2021, featuring a number of expert speakers presenting topical sessions.

## LaMP courses

Because of the COVID pandemic, our colleagues in the Faculty Development Alliance were unable to offer the Leadership & Management Programme as usual to SAS. However, they have now developed an online version of the course, therefore a remote, small-group learning course is being offered from Spring 2021, with the maximum capacity of 8 SAS doctors already signed up to attend.



# SAS Development Programme expenditure 2020-21



- Development Fund applications (including short applications)
- Training events and courses, local development days and associated costs
- Pay costs

**Total expenditure for Financial Year 2020-21: £426,408**

Whilst the SAS Development Programme Budget has remained unchanged at £500 000, costs this financial year were lower than previously, primarily due to the consequences of the COVID pandemic, including the aforementioned cancellation of our in-person SAS conference and the suspension of in-person courses and events, eliminating the associated travel, catering costs and speaker fees.

In 2020-21, the SAS Development Programme approved funding applications from 42 individual SAS doctors and dentists, supported by their local SAS Education Advisers to apply for funding for bespoke training and development. Unfortunately, due to COVID-19, some planned secondments for top-up training for CESR were necessarily postponed, in whole or in part. In addition, some in-person courses were cancelled resulting in underspend, such as the University of Newcastle's course on sedation for dentists, while others had their start dates postponed. Such deferral of training from this financial year contributed significantly to the 15% underspend, although these costs are largely deferred into 2021-22 when it is hoped that this training can safely commence. However, we supported as many SAS as possible, identifying suitable opportunities for online learning.

Details of the applications made in 2020-21 are summarised in Appendix 1.

# SAS Development Fund Impact Assessment

In order to measure the benefit to patient care and clinical services, the SAS Programme requires both the applicants and their appropriate Clinical Leads or Clinical Directors to provide feedback three months after completion of the applicant's training. Therefore, there is always a time-lag from applying for funding until feedback can be given; the following report consists of feedback obtained for applications from 2019-20.

## Feedback from Clinical Directors & Leads, 2019-20

We received feedback from 75% of the Clinical Directors and Leads of those SAS who completed their training and/or secondments.

It is clear from this feedback received that these teams have greatly valued the training supported, 95% indicating increased levels of confidence of the SAS, 100% increase in level of knowledge, 95% increased level of skills and 75% with increased level of experience. However, the free text comments reflect the other benefits, including:

**“This course has developed and improved leadership skills, enabling her to extend her role and broaden input in the board”.**

**“Wider understanding of business processes and how this is utilised in healthcare”.**

**“Increased competence and confidence with paediatric cases”.**

**“Increased leadership and working as a recognised senior clinician within service”.**

**“This has allowed ‘Dr A’ to complete all surgical skills competences in preparation for CESR application”.**

## How has this development benefitted clinical service delivery?



55% of teams indicated that the learning has enabled additional theatre sessions is clinic sessions, and a further 30% additional Clinical procedures.

From a development point of view, 30% have improved service delivery with leadership/management tasks and a further 55% have enabled better teaching, training or supervision of others, demonstrating that the investment made by the training and developing of the SAS doctor/dentist has a positive impact across the wider team, improving patient care and clinical services more widely.

They also commented:

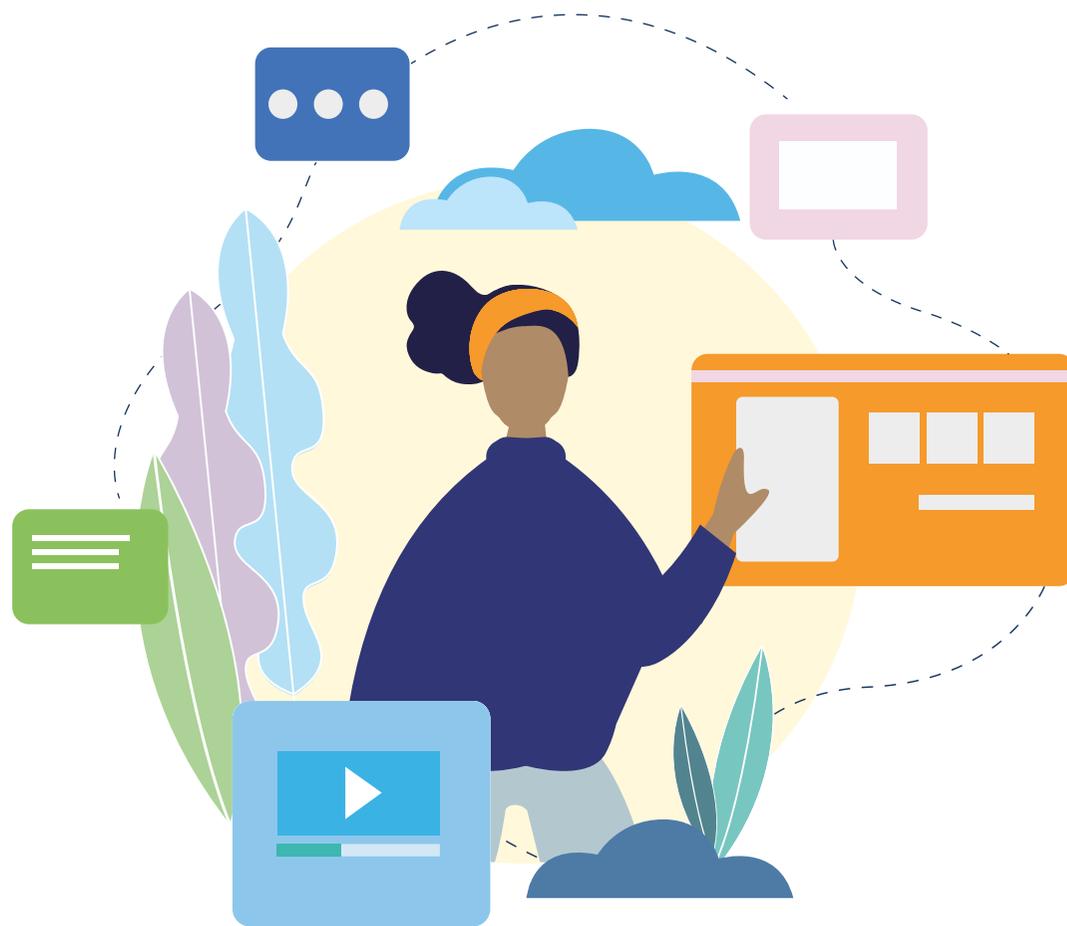
- + Improved leadership to help develop others, and to work on National Strategies which should improve patient pathways indirectly.
- + this course enables 'Dr B' to better support and develop others within the health board
- + Innovative approaches to system change and business approaches.
- + Reduced referral rate to specialist clinics (medical gynae, menopause) as feels more confident to manage common complaints.
- + Anticipated that 'Dr C' will be able to train others ...once her own expertise develops
- + Having 'Dr D' as an independently practicing surgeon allows greater continuity of the service by providing cover for other surgeons' leave.

## How has this development benefitted patient care?

80% of Clinical Directors indicate that there has been an improvement in the overall patient journey/experience, 35% less need or no need for onward referral to other services, 50% quicker diagnosis or treatment with 35% indicating a reduction in the overall waiting times.

The Clinical Directors' comments included:

- + Improved leadership should enable improved patient pathways
- + Indirectly improving patient care by working to improve the culture in the board, also enabling increased involvement in Royal College specialty work to improve pathways.
- + A whole series of improvement cycles and challenges to improve systems and patient journeys
- + The greater use of the scarce surgical resource by providing surgical cover



## In what future ways could enhanced SAS development support local service delivery?

“This has been a massively successful initiative. ‘Dr F’ has flourished in the role and gains helpful insights from each and every module. This has been played back into the work of the senior AMD group. This should allow her to transition to a permanent clinical lead role for service improvement. This opportunity has been very well embraced, hugely impactful on service and raised the profile of academic achievement and leadership for the SAS grade”.

“This course has enabled the applicant to develop leadership skills and develop local and national services”.

“Increase confidence in specific areas i.e. Paediatric Anaesthesia, ICM and Obstetric Anaesthesia”.

“Increasing the surgical independence of our staff provides a more flexible and efficient workforce. The added experience and confidence improve all areas of work and not just the specific skills enhanced”.

“This funding was essential to enable this training to occur and will enable further developments. The SAS development fund allows extension of skills which otherwise would not be able to be supported”.

## Quality Improvement

“Developing SAS grade lead clinics for quicker response time for patients in deprived communities and closer to home, allow more confidence in chronic disease management”.

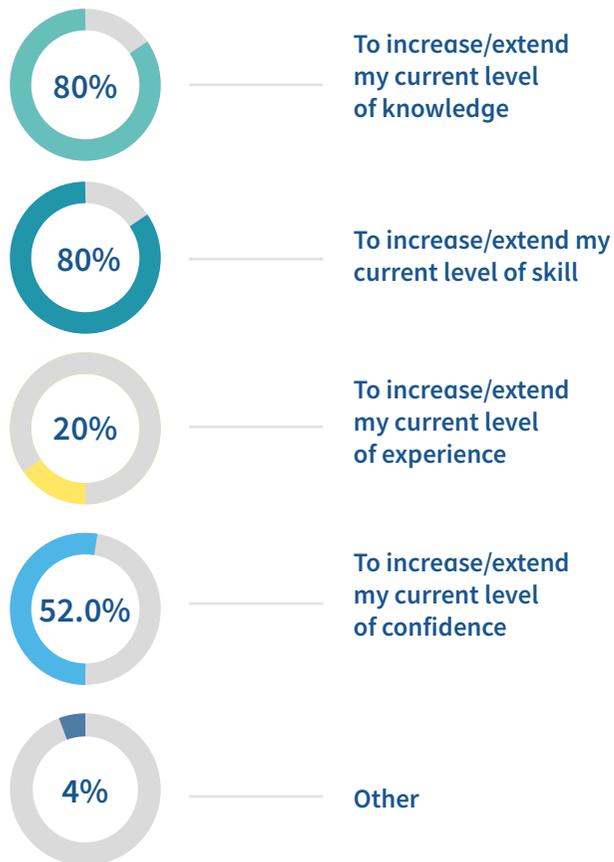
“In SRH services SAS play a major role in supporting service delivery already- I think SRH services are a really good example of how SAS shine as leaders”.

“I think moving forward, giving SAS the expectation and important -the time- and mentor support to develop quality improvement initiatives is key”.

“SAS development would allow more services currently delivered by consultants to be carried out by SAS doctors and would enable increased support/supervision to the MDT”.

# Feedback from Applicants, 2019–20

## Purposes of the development activity



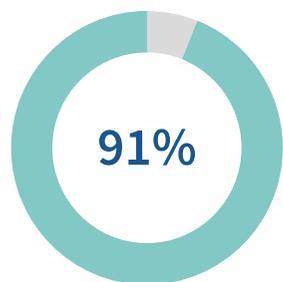
Following their training, 100% of SAS applicants themselves highlighted that they would recommend their development activity to others, 100% felt this funding provided good value for money, 100% indicated it improved their own practice and all felt it contributed to their PDP.

80% indicated the training increased skills/independence, 100% improved their working, 80% increased knowledge, and 52% increased confidence in their role. 31% reported that they are sharing their knowledge/training with colleagues and students.

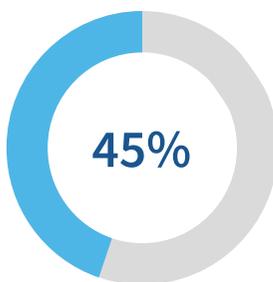
96% reported improved quality of patient care; 64% indicated that this funding has contributed towards the development of new initiatives at work including teaching and training, new clinic and new theatre sessions, additional clinical procedures, setting up improved clinical protocols and policies to improve patient care and taking on leadership and management tasks and duties.

For several of the SAS supported through the SAS Programme, it has enabled career development, including helping towards achieving CESR, and thereafter to a Consultant post; one person is the joint Realistic Medicine Lead for her Board; another is to be utilising her skills as she takes up a training post in General Practice.

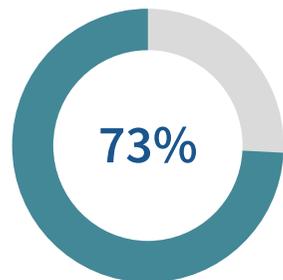
Please specify which aspects of the development activity were most valuable to you  
(free text responses summarised by theme)



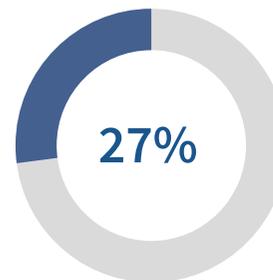
All valuable



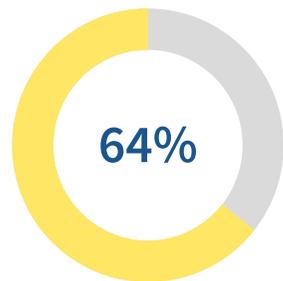
Increased professional confidence



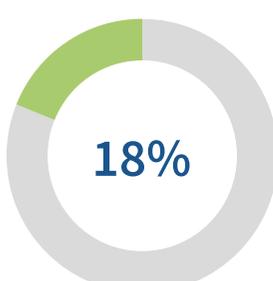
Increased practical skills / independence



Increased communication with patients



Experience/ knowledge gained



Ability to teach/ train others

### The applicants pursuing CESR indicated:

“The courses supported by the SAS development fund were invaluable in achieving areas required by CESR”

“Without the SAS funded top up training, my CESR application would be a failure, as there would be lack of competencies. I find it difficult to imagine a scenario where I would do the top-ups without SAS funding, while being in a non-training post.”

“This training could not be achieved without help and support of the SAS read 'Fund”

“It wouldn't have been possible for me to be released from my current job for top-up training without funding, so without the SAS development fund it would have very difficult for me to proceed with my CESR application. The secondment has allowed me to gather a large amount of evidence”

# National work

In addition to leading the Scottish SAS Development Programme, the SAS Associate Postgraduate Dean (SAS APGD) represents NES on SAS issues, contributing to work on broader themes in Scotland and the UK.

Representation to the appropriate national groups has continued throughout the pandemic, with the SAS APGD representing Scotland in COPSAS, the SAS subgroup of the Conference of Postgraduate Medical Deans (COPMED), sharing best practice in the new 'virtual' world across the UK. The APGD was a panel member for the inaugural Northern Irish Chrysalis Leadership Programme.

Whilst the work of the newly established GMC SAS Roundtable stalled due to the pandemic, the GMC followed the publication of their first GMC survey of SAS doctors and Locally Employed Doctors (LEDs), [as viewable here](#), with a **Clustering analysis report**. The APGD has continued to

be part of the GMC's UK Advisory Forum in Scotland, for which the focus of the next meeting will be on Equality and Diversity noting the SAS Programme's work on improving the induction of SAS in the boards aiming to encourage the inclusion of SAS into clinical teams.

The SAS Programme has worked with colleagues in NES to develop guidance for SAS who may wish to consider applying to re-enter training; likewise working with the Careers team has ensured that trainees are able to access to advice on SAS as a potential career.

# Supporting SAS across the NHS in Scotland

The SAS Programme has responded to the significant clinical pressures and stresses for the SAS workforce and transformed its support for SAS in 2020-21. By establishing regular on-line webinars, workshops and teaching sessions, we have enabled 28% of SAS Doctors and Dentists to directly access additional training opportunities provided by the SAS Development Programme this year. In a year when Doctors and Dentists have been restricted in their ability to take study leave and when opportunities to undertake online learning were initially in their infancy, this support has been vital. In addition, many more individuals received individual support, including careers support and guidance from their local SAS Education Adviser.



# Looking to 2021-22 and beyond

All around the world, this year has been like no other. The SAS Development Programme has responded, adapted and continues to evolve, aiming to equip SAS with the essential skills required for the changing NHS in Scotland as we recover, restore and renew. SAS doctors and dentists contribute significantly to their clinical teams; they are key to this recovery and plans for renewal. The SAS Development Programme is essential in Scotland, supporting SAS, enabling SAS to develop in their roles and to be able to contribute fully to meet the challenges in Scotland's NHS, improving patient care and safety.

SAS and their Clinical Directors indicate the value that they see to the NHS in Scotland of the support provided by the SAS Development Programme.

**“The SAS Fund is playing a big role to helping us to achieve this goal and in the long run I believe we will all benefit from this precious support, us professionally and even mentally and patients with their level of care, even management can gain benefit through loads of routes”.**

**“I appreciate being given this opportunity and I will do all my best to use this chance and improve/promote my level of knowledge and experience to the next level. Thank you”.**

## Clinical teams of those SAS who have completed their training comment

**“The skills of our SAS doctors are currently under-utilised in local service delivery and with appropriate investment we could be far more imaginative in their deployment to support service innovation”.**

**“The support of the SAS fund is vital to enable such important development opportunities”**

# Appendix 1: Applications to the Fund

## Equality and Diversity review

We collected data on applications and awards to the development fund by the characteristics of: gender, age, disability, nationality, ethnic origin, religion or belief, sexual orientation, caregiving responsibility, and remoteness/rurality. We compared the profiles of all applicants against those whose funding was approved and found that the profile of those whose applications were successful reflected the profile of applicants in all categories.



NHS Health Board	New applications submitted	New applications approved	Repeat applications submitted	Repeat applications submitted	Overall total applications submitted	Overall total applications approved
NHS Ayrshire & Arran	4	4			4	4
NHS Borders	1	1			1	1
NHS Dumfries & Galloway	3	3			3	3
NHS Fife	2	2			2	2
NHS Forth Valley	2	1			2	1
NHS Grampian, Orkney & Shetland	3	3	1	1	4	4
NHS Greater Glasgow & Clyde & Golden Jubilee	7	6			7	6
NHS Highland & Western Isles	1	1			1	1
NHS Lanarkshire & State Hospital	3	3			3	3
NHS Lothian & NSS	8	7			8	7
NHS Tayside	7	7			7	7
<b>Total number of applications</b>	<b>41</b>	<b>38 (93%)</b>	<b>1</b>	<b>1 (100%)</b>	<b>42</b>	<b>39 (93%)</b>

Type of Development Activity	New applications submitted	New applications approved	Repeat applications submitted	Repeat applications submitted	Overall total applications submitted	Overall total applications approved
Qualification	29	27			29	27
Training course	6	6			6	6
Top up training for CESR purposes	2	1	1	1	3	2
Secondment for additional experience (Non CESR)	2	2			2	2
Training course + secondment	2	2			2	2
<b>Total number of applications</b>	<b>41</b>	<b>38 (93%)</b>	<b>1</b>	<b>1 (100%)</b>	<b>42</b>	<b>39 (93%)</b>

## SAS Development Programme

### End of year programme report April 2020 - March 2021

This resource may be made available, in full or summary form, in alternative formats and community languages.

Please contact us on 0131 656 3200 or email [altformats@nes.scot.nhs.uk](mailto:altformats@nes.scot.nhs.uk)

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Visit the SAS Development Programme's webpages at:

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



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