

# SAS Development Programme

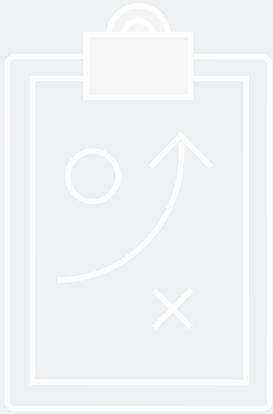
**End of Year Programme Report** April 2021 - March 2022



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The Scottish Staff, Associate Specialist and Specialty (SAS) Doctors and Dentists Development Programme was founded in 2012 with the aim of directing 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. This funding may support costs for training, salary backfill, or completion of training to apply for a Certificate of Eligibility for Specialist Registration (CESR). In addition, funding has enabled the creation of a national network of Education Advisers (themselves SAS doctors or dentists) to support SAS doctors and dentists at Health Board level and to guide them to make best use of this funding opportunity.

A key feature of the SAS Development Programme is a recognition that taking up a SAS post does not preclude professional development opportunities. Specialty and Associate Specialist grade doctors and dentists provide practice in areas of learned competencies; however, it is vital that they continue to develop new skills to support changing specialist service development and to develop their roles within clinical teams, including adapting to the challenges faced with the ongoing COVID pandemic.

## Overview

The Scottish SAS Development Programme has continued to support Scotland's SAS doctors and dentists as we all navigated our way through the pandemic and became accustomed to new ways of working.

After the cancellation of all in-person events in 2020 due to COVID restrictions, the SAS Development Programme adapted to meet these changing needs and now hosts a wide variety of training events virtually. Courses hosted increased over the last year once the infrastructure for online learning was widely embedded and the NHS workforce became familiarised with virtual platforms. In order to make the training as valuable and meaningful as possible, interactive events have been held to enhance the learning opportunities for delegates. The SAS 5th National Conference was also held in June 2021 as a hugely successful virtual half-day event after an in-person iteration was cancelled in March 2020 due to COVID.

**36% of SAS doctors and dentists directly accessed training offered by the SAS Development Programme in 2021-22**

This year, the quantity and content of applications for SAS Development funding is beginning to return to something akin to pre-COVID levels, although we are still seeing a number of secondments for top-up training being deferred, as the ability to undertake training continues to be impacted by the effects of COVID on staffing levels in Health Boards.



## SAS Programme Board

Professor Amjad Khan oversees the SAS Development Programme as Lead Dean. The Programme continues to be supported by Mr Adrian Dalby, General Manager for the NES Medical Professional Development workstream. The SAS Programme Board continues its quarterly meetings to discuss operational issues and considers all applications for funding based on individual merit and set criteria, chaired by Dr Lynne Meekison as Associate Postgraduate Dean for SAS. The Board includes representation from NES, Directors of Medical Education (DMEs Group), the BMA and the Academy of Medical Royal Colleges (AoRMC).

Dr Lynne Meekison continues her role in leading the programme as well as managing the network of SAS Education Advisers across NHS Scotland.

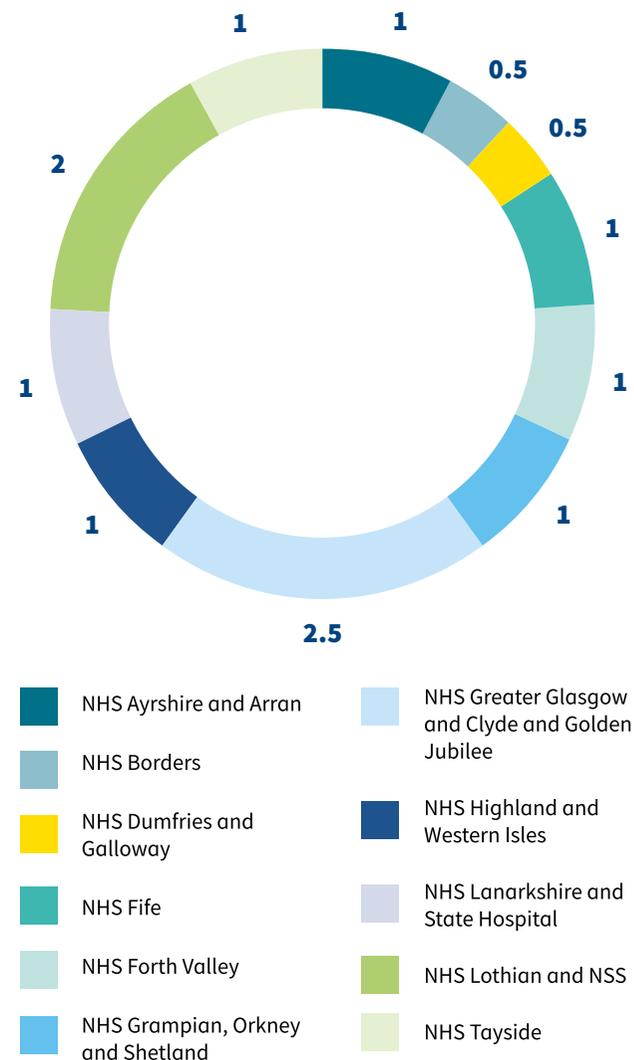
The team is supported by Phil Smith, Larissa McFadden and Rozanne Suarez, SAS Programme Officers and part of the NES Medical Professional Development workstream.

## Education Adviser team/managed Educational Network

The SAS Education Adviser team provides invaluable local support for their SAS colleagues in their Health Boards, providing support and, where appropriate, enabling SAS to reach their full potential in development towards clinical service provision and improving patient care. This experienced SAS Education Adviser team welcomed one new member in NHS Ayrshire & Arran - our new member was both recruited and trained virtually, with ongoing peer support.

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

PA allocation per week



## Formal Training/Meetings

### Education Adviser-led local events

In 2021-22, we hosted local SAS educational events on behalf of six Health Boards, with five of these being virtual due to COVID limitations, and one (in NHS Dumfries & Galloway) held as an in-person event in November 2021.

A total of 151 SAS delegates attended the online local events to date, with interactive sessions 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.

Our aim is to continue to host local events where possible, offering the opportunity to engage with SAS in the boards, offering support and opportunities for networking.

Health Board	Date	Attendees
NHS Fife	14 May 2021	16
NHS Tayside	2 July 2021	8
NHS Lothian	3 September 2021	19
	28 January 2022	46
NHS Ayrshire & Arran	3 September 2021	12
NHS Dumfries & Galloway (in person event)	5 November 2021	21
NHS GG&C & NHS Golden Jubilee	28 January 2022	29
<b>Total</b>		151

Of the 72% of delegates who provided feedback for these events, 99% of attendees reported that they would recommend these events to SAS colleagues.

- 


Great day - particularly useful to meet other SAS doctors and chat over lunch. This is part of a support system that is vital along with the educational updates that SAS docs sometimes miss out on for a variety of reasons.
- 


Excellent as usual. Thank you to the team for all their hard work, and for bringing such high quality, relevant teaching. It is a great support for SAS doctors. Makes us feel included and cared for.
- 


Very well conducted and interesting and relevant topics, well worth the time.
- 


We are lucky to have such great leadership.

## SAS Training Calendar

After the circumstances of the COVID-19 pandemic adversely affecting the SAS Training Calendar schedule in 2020, the SAS Programme Development team hit its stride in 2021-22, offering a varied range of online training opportunities.

### SAS National webinars & workshops

A diverse series of webinars and workshops was organised by the SAS Development Programme to address topical matters for SAS doctors and dentists, with a particular focus on wellbeing, professionalism and the development of leadership skills.

SAS National Webinars & Workshops	Date	Attendees
Leadership Wellbeing & Culture	27 April 2021	53
Dento-legal aspects of remote consultation	16 September 2021	19
SAS as Leaders: The Language of Leadership	24 March 2022	118
GMC Professionalism workshop	11 & 13 May 2021	16
	11 & 25 November 2021	16
GMC Decision-making and consent guidance	21 October 2021	14
	10 December 2021	14
	23 March 2021	16
Undermining & Bullying of SAS doctors workshop	29 October 2021	14
	2 December 2021	14
	29 March 2022	7
<b>Total Attendance</b>		<b>313</b>

**‘Leadership Wellbeing & Culture’** This webinar, presented by Deputy Chief Medical Officer for Scotland Dr Dave Caesar, addressed the topic of Leadership, Culture and Wellbeing in Health and Social Care.

👍👍 An enlightening presentation which gives us hope that we now have senior colleagues in government roles that recognise the importance of all that was discussed and the impact that behaviour and culture can have, both positive and negative, on a hard-working team.

👍👍 The session was really good. Well presented on such an important topic. I feel in fact we could have had more time for the presentation as there was a huge amount of content and I will go back over it once the recording is available. The link provided to the project site was really helpful and I have already had a quick look at the resources.

**‘Dento-legal aspects of remote consultation’** was hosted by Dr Mun Woo, SAS Education Adviser, NHS Greater Glasgow & Clyde, Ms Jane Shearer, SAS Education Adviser, NHS Forth Valley, and Ms Vinita Shekar, SAS Education Adviser, NHS Tayside. Speakers Leo Briggs, Deputy Head of the Dental Defence Union (DDU) & Simon Kidd, Dento-legal adviser demonstrated the importance of consent, confidentiality and record-keeping when consulting remotely and highlighted the role of administrative systems and procedures prior to conducting a remote consultation.

👍👍 This webinar was useful as we are carrying out more and more remote consultations. The speakers were engaging, and the content was thorough.

👍👍 Some useful pointers especially as they relate to confidentiality.

**‘SAS as Leaders: The Language of Leadership’** was led by speaker Gina London, an Emmy-winning former CNN correspondent and anchor, who has worked with companies and executives around the world developing their ability to connect and engage with their employees, their boards and themselves more positively.

👍👍 Very informative webinar with good level of audience interaction; we were offered the chance to explore our opinions and views as well as ask questions. High quality speaker. This was an enjoyable experience and a lot of take-home messages will be applied to practice.

👍👍 Communication skills and self awareness are vital skill in the health profession. We all need more of this! Thank you for a thought-provoking session and some excellent templates for planning important conversations/talks.

**‘GMC Professionalism’**, led by Dan Wynn & Gillian Currie, Liaison Advisers at GMC Scotland, aimed to define what makes a good doctor by setting out the professional values, knowledge, skills and behaviours required of all doctors working in the UK. It examined the key principles in Leadership & Management and Raising and acting on concerns about patient safety guidance.

It was great that SAS organised this workshop and got the doctors to reflect and freely share their thoughts and experiences whilst signposting us to the useful resources available for reference.

Conversation is the key to successful functioning of every dept. The session helped consolidate this fact. Learning about the whistle-blower was an interesting part.

**‘GMC Decision-making and consent guidance’** looked at how GMC guidance could support SAS in conversations with patients and give confidence to share the information they need to make decisions that are right for them and result in gaining informed consent from patients. This session was led by Dan Wynn & Gillian Currie, Liaison Advisers at GMC Scotland.

Excellent facilitators / presenters.

Great. The speaker was excellent in the way that she gave us different ways to feedback/get involved. Good number of attendees so all able to contribute. Very interesting and helpful to hear from others as well.

**‘Undermining and bullying of SAS Doctors’** was specifically tailored to SAS doctors to identify examples of being undermined, harassed and bullied and sought to provide strategies for dealing with them. This was an interactive online day with several small discussion groups throughout the day. This was followed up by signposting to further useful resources, both from the training team and from the SAS Development Programme team too, focusing on local sources of support.

Good content and covered some legal aspects and internal procedures to be aware of when escalating an undermining or bullying incident in workplace.

Excellent workshop, need more like this.

## Active Bystander workshops

Local Health Board Active Bystander workshops	Date	Attendees
NHS Lothian	28 January 2022	46
NHS Fife / NHS Forth Valley	7 February 2022	26
NHS Ayrshire & Arran / NHS Lanarkshire	10 February 2022	27
NHS Greater Glasgow & Clyde	4 March 2022	34
<b>Total Attendance</b>		<b>133</b>



Well crafted and superbly delivered. Enjoyed it immensely and learned a great deal.

'Active Bystander' training sessions were administered by the SAS Development Programme and hosted across individual Health Boards. This is an innovative and award-winning training session which provides the skills to challenge unacceptable behaviours, including those which may have become normalised over time.

- I really enjoyed the seminar. The presenter was really enthusiastic and practical. Having the audience interacting with the presenter made all difference. This is so practical that I plan to apply it to my regular interaction with colleagues and patients.
- Really excellent topic, essential and should be made available to all staff.

## SAS Internal Medicine Training (IMT) Bootcamp

In November 2021, the SAS Development Programme, in conjunction with NHS Forth Valley Simulation Centre, ran a 3-day in-person pilot SAS bootcamp. This was designed to enable SAS doctors to gain those IMT competencies which are important for patient care but may be challenging to achieve in clinical practice. The course was held at Forth Valley Royal Hospital in Larbert. 12 SAS doctors from across NHS Scotland and 1 from NHS England completed the course, with all attendees reporting they would recommend the course to fellow SAS. Following 2.5 hours of pre-course preparatory work, the course provided practical, hands-on training which addressed three main strands:

1. Immersive simulation covering emergency presentations
2. Workshops on a variety of challenging communication scenarios
3. Mastery learning of procedural skills

Average confidence levels were significantly higher across a range of adult medical interventions after the training as can be seen from the table below:

**(1 = not at all confident, 7 = completely confident)**



▣▣ We felt overjoyed to get the opportunity; the training was much more engaging than we had thought; and in between coffee breaks when we could interact, each one of us thought that it was an enriching experience.

▣▣ Bootcamp has been an enriching experience altogether without a doubt; it has given me more confidence to manage patients under my care.

Nasogastric tube insertion



Intraosseous insertion



Central venous access



Chest drain (Seldinger)



Pleural aspiration



Abdominal paracentesis



Ascitic tap



Lumbar puncture



Performing asepsis scrub and gown before performing a procedure



Pre-course Post-course

Following the success of this training event from the point of view of both organisers and attendees alike, we are exploring the possibility of offering further bootcamps for SAS in other specialties, too.

## CESR support

### GMC-led CESR workshop

Our partnership working with the General Medical Council (GMC) Specialist Applications Team continued in 2021-22, including the hosting of a workshop for SAS doctors in Scotland to learn more about the CESR process and how to take forward an application. Our second virtual workshop was held on 16th September 2021, guiding and supporting 79 SAS grades at various stages of the CESR process. The event was opened up to SAS in NHS England and Wales as well as Health & Social Care Northern Ireland (HSCNI). We have also been working closely with colleagues in HSCNI over the past year to advise, assist and share good practice as they develop their own SAS Support Programme.

Q&A very good, glad a lot of time was spent on questions, even though some were specialty-specific. There was more detail in it than I have easily found on the GMC website.

Very good overall especially question answer session as it clarified a lot of queries.

### CESR Peer Support Network talks

In 2021, we established a new CESR Peer Support Network on Microsoft Teams as a virtual space to meet others from Health Boards across Scotland who are interested in applying for CESR or have started the process and would like some help and support from others going through the same process, supported by mentors who have already achieved CESR in their specialties.

This group has over 100 members in the group including 15 mentors, supported by SAS Education Advisers from the regional Health Boards. Regular meetings and talks from CESR Peer Support Mentors who have already achieved CESR began later in the year, with the following taking place during the reporting period:

CESR Peer Support Network talks	Date
Dr Abdalla Deb, Consultant Urological Surgeon, NHS Grampian	6 October 2021
Dr Lauren Davies, Acting Consultant in Acute Medicine	25 November 2021
Dr Pritha Dasgupta, Consultant in Psychiatry, NHS Fife	10 February 2022
Dr Soosan Romel, Locum Consultant & Lead in Sexual Health, NHS Dumfries & Galloway	30 March 2022

Excellent and focussed. Really helpful when I was ready to lose all motivation after getting overwhelmed with my forms, so thank you!

The talk was extremely informative about the types of issues we may encounter going through the CESR process.

A really fantastic and informative session.

Following the success and popularity of these talks within the CESR Peer Support Network, more dates are planned for the following financial year.

## Leadership and Management (LaMP) courses

Adapting to the new virtual ways of working, the Faculty Development Alliance of NES offered a remote, small-group learning version of LaMP in November 2021 and January 2022, with a total of 13 SAS attending across these two dates.

▮▮ This training helped me acknowledge weaknesses in my leadership skills that I never knew existed. From this experience, I have identified key areas for improvement that will help me to continually grow as a clinician.

▮▮ It was useful to look at a practical example of how a service issue could be improved.

## Clinical Research Methodology course

During the reporting period, the SAS Development Programme supported 26 SAS to attend a Clinical Research Methodology course in November 2021 at the University of Edinburgh which offered a comprehensive overview of the methods and frameworks required to perform cutting-edge clinical research. This training is essential for those undertaking CESR.

▮▮ Very clear explanation of processes involved in research from inspiring and knowledgeable speakers.

▮▮ This course gave me a good understanding of what is involved in a research career. It helped me to gain understanding of what to do if I want to do a research project. The lectures were very informative. I feel that this course is going to help me with CESR and to do QI projects.

## Other short courses

For those SAS developing their career, we have supported further training to develop the skills required for these new roles:

- One of our Education Advisers were supported to undertake an Advanced Leadership university course, designed specifically for those in SAS grades.
- Ten SAS were supported towards completion of a Train the Clinical Trainer course, gaining skills to help them to teach and train Scotland's future Doctors and Dentists
- Following the successful hosting of Cone Beam Computed Tomography (CBCT) skills masterclass in 2020, the SAS Development Programme supported a further five dentists to complete a Dental Cone Beam 2a course in 2021.

## Scottish National SAS Conference

The 5th Scottish National SAS Conference, a virtual, half-day event, took place on 17th June 2021. The programme featured a varied group of expert speakers presenting topical sessions.

The event was attended by 222 delegates; 76% of the 292 who had originally registered for the day. Many more watched the recording after the event.

Feedback was overwhelmingly positive with 99.4% of those who completed the evaluation survey stating they would recommend the event to SAS colleagues.

It was a great afternoon - I enjoyed all the speakers, relevant topics and inspiring. Especially good to hear from people who have made a positive choice to be SAS doctors and enjoyed fulfilling careers! Dr Mannix's and Dr Pitt's talks really stood out for me. Both were challenging and hopeful but in different ways. I've scored them more highly, but don't want this to detract from the other talks which were also excellent.

The variety of topics was excellent and the presenters inspirational - particularly Dr Heather Currie. Allowed one to see some of the depth and breadth of what a career as an SAS doctor could be.

It heartens me to hear that SAS is an increasingly positive career choice, and that this grade is indeed the backbone of many specialities. I also appreciated hearing about death as being an outcome and helping the Drs to have explicit conversations about this to prepare patients and their families is a necessary part of our duty. Civility saves lives, the evidence base is so strong for this and challenging poor attitudes in the workplace is vital. More grease for our elbows in this often tricky dynamic.

The poster is for the NHS Education for Scotland's 5th Scottish National SAS Conference. It features a blue background with white and yellow text. At the top left is the NHS Education for Scotland logo. The main title is 'NHS Education for Scotland's 5th Scottish National SAS Conference'. Below this, there are two main sections: 'JOIN US!' and 'PROGRAMME:'. The 'JOIN US!' section includes the date 'Thursday 17 June 2021' from '13:30 to 17:00', and notes that it is 'ONLINE' and 'Free'. It also lists 'WHO SHOULD ATTEND?' as 'Scottish Specialty & Associate Specialist Doctors and Dentists'. The 'PROGRAMME:' section lists several sessions with their times and speakers, including 'Where are we as SAS in NHS in Scotland?' by Dr Lynne Meekison, 'Advance Care Planning and the Public Understanding of Dying' by Dr Kathryn Mannix, 'Developing SAS Careers: Applying to the SAS Development Fund for an MSc in Palliative Care' by Dr Ashling Mooney, 'Being a SAS Doctor in a Senior Leadership Position' by Dr Heather Currie, and 'Civility in a Complex World' by Dr Chris Turner. At the bottom, there are two buttons: 'REGISTRATION' with a link to register for the conference, and 'ANY QUERIES?' with a link to get in touch. The footer includes the SAS Development homepage link and the email address SASDevelopment@nes.scot.nhs.uk.

**NHS**  
Education  
for  
Scotland

### NHS Education for Scotland's 5th Scottish National SAS Conference

**JOIN US!**

**DATE**  
Thursday 17 June 2021  
13:30 to 17:00

**ONLINE**  
Virtual (full details will follow)

**COST**  
Free

**WHO SHOULD ATTEND?**  
Scottish Specialty & Associate Specialist  
Doctors and Dentists

**PROGRAMME:**

13:30 – 14:00 **Where are we as SAS in NHS in Scotland?**  
Dr Lynne Meekison, Associate Postgraduate Dean & Operational Lead for the SAS Programme, NHS Education for Scotland

14:00 – 14:30 **Advance Care Planning and the Public Understanding of Dying**  
Dr Kathryn Mannix, Expert Palliative Care Lead & Author

14:30 – 14:40 **Developing SAS Careers: Applying to the SAS Development Fund for an MSc in Palliative Care**  
Dr Ashling Mooney, Associate Specialist, Old Age Psychiatry, NHS Lanarkshire

14:40 – 15:10 **Being a SAS Doctor in a Senior Leadership Position**  
Dr Heather Currie, Associate Specialist, Gynaecology and Associate Medical Director, NHS Dumfries & Galloway

15:10 – 15:30 **Comfort Break**

15:30 – 16:15 **Civility in a Complex World**  
Dr Chris Turner, Co-Founder, Civility Saves Lives

16:15 – 16:45 **What is Peer Support and why would I use it?**  
Dr Elspeth Pitt, Consultant, Accident & Emergency, NHS Fife

16:45 – 17:00 **Closing remarks and questions**

**REGISTRATION**  
CLICK HERE TO REGISTER FOR THE  
SAS CONFERENCE 2021

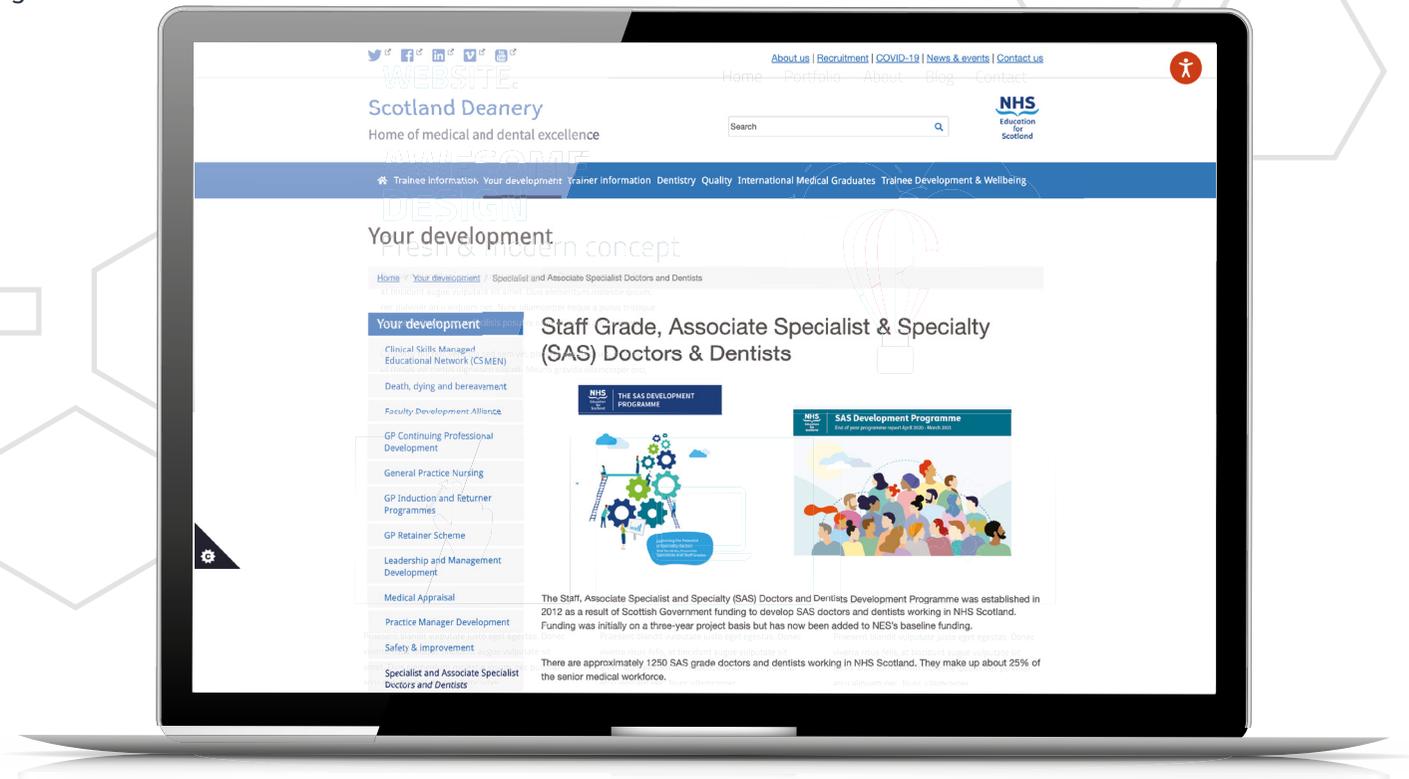
**ANY QUERIES?**  
CLICK HERE TO GET IN TOUCH

SAS Development homepage SASDevelopment@nes.scot.nhs.uk

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## Webpages & Online Resources

The webpages in the SAS Development section of the Scotland Deanery website provide essential information across a range of themes directly catering to SAS including CESR, job planning, training calendar, quality improvement and information about the SAS Development Fund. These pages were visited a total of **2,951** times in 2021-22. Additionally, recordings of our webinars and conference sessions were viewed a total of **469** times, enabling those who could not attend sessions live to be able to access these learning valuable opportunities.



## SAS Development Programme Expenditure 2022-23

Total expenditure for Financial Year 2022-23 was £417,997

35 individual SAS doctors and dentists were supported by their local SAS Education Advisers to successfully apply for funding for bespoke training and development. The SAS Programme team carefully managed the available SAS funding to ensure as many SAS as possible could be supported in 2021-22; however, work pressures continued to make it difficult for some SAS to take up or to resume their planned development activity, particularly training secondments, several of which had to be cancelled or deferred especially in the last quarter of the financial year when clinical pressures were most to the fore. This resulted in an underspend.

Details of the applications made in 2021-22 are summarised in Appendix 1. In order to measure the benefit to patient care and clinical services, we seek feedback three months after completion of the training, to check that such training shows demonstrable benefit.



## SAS Development Fund Impact Assessment

The SAS Programme requires both the applicants and the Clinical Leads or Clinical Directors of applicants to the fund to provide feedback three months after completion of the applicant's training, in order to measure the benefit to clinical services and patient care. 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 2020-21.



## Feedback from Clinical Directors & Leads, 2020-21

We received feedback from 33% 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, 92% indicating increased levels of confidence of the SAS, 92% increase in level of knowledge, 83% increased level of skills and 92% with increased level of experience. However, the free text comments reflect the other benefits, including:

- Increasing the surgical independence of our staff provides a more flexible and efficient workforce. The added experience and confidence improves all areas of work and not just the specific skills enhanced.
- This has allowed Mr Y to complete all surgical skills competences in preparation for CESR application.

## How has this development benefitted clinical service delivery?

75% of teams reported improvements in person-centred care, 67% in safe care, and 67% improvements in efficiency and productivity. 25% reported improvements in addressing health inequalities.

25% of teams indicated that the learning has enabled additional theatre or clinic sessions, and a further 50% additional clinical procedures. From a development point of view, 67% have improved service delivery with leadership/management tasks and a further 58% 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 reported:

- The Radiology department has been inundated with neck ultrasound requests. This course has enabled Dr X to run an independent ultrasound service and has provided a 50% increase in capacity within this service, reducing time to appointment and more valuable triage.
- Having Dr Z as an independently practicing surgeon allows greater continuity of the service by providing cover for other surgeons leave.
- Improved confidence and knowledge of the subject which in turn helps with patient assessment in wards, clinic and A&E.

## How has this development benefitted patient care?

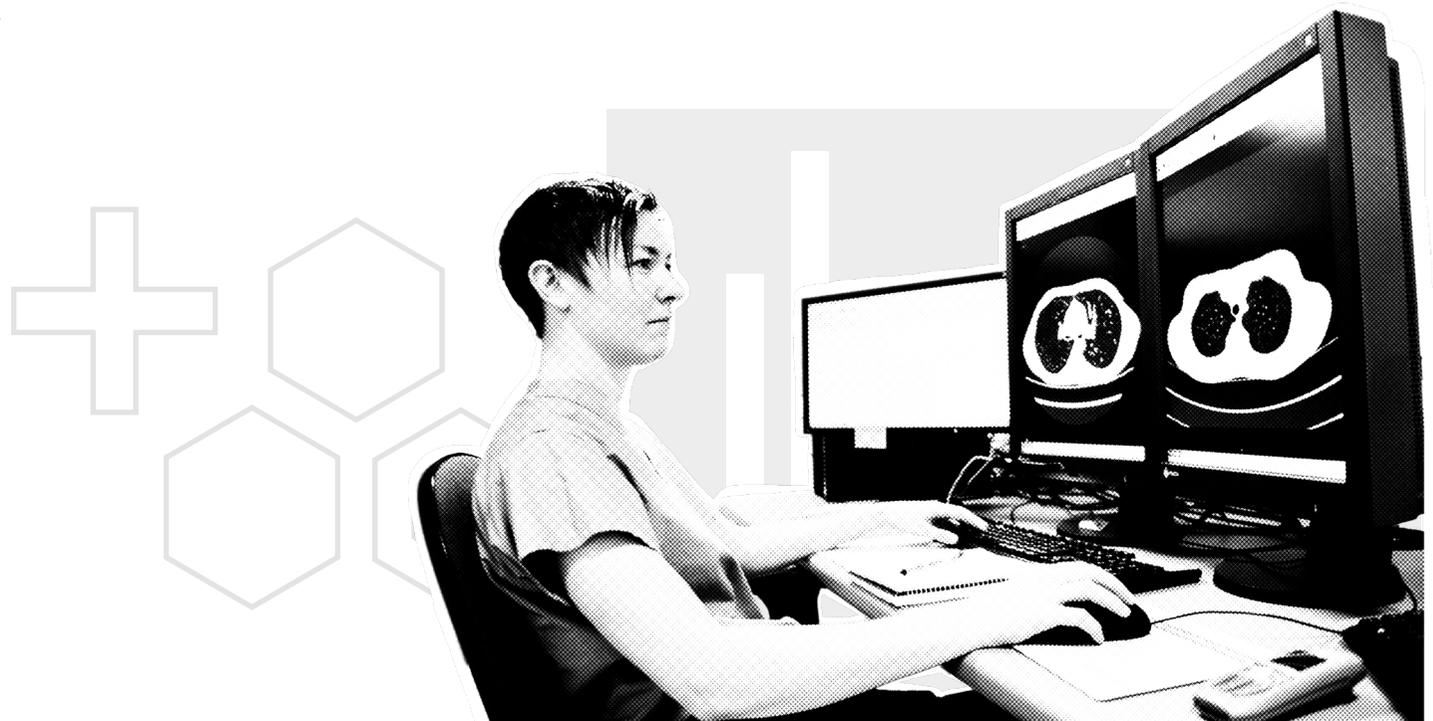
83% of CDs indicate that there has been an improvement in the overall patient journey/ experience, 58% less need or no need for onward referral to other services, 67% quicker diagnosis or treatment, and 33% indicating a reduction in overall waiting times.

- Improved leadership should enable improved patient pathways, indirectly.
- As above, the greater use of the scarce surgical resource by providing surgical cover.

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

- Many other services could benefit from an expanded SAS team including endoscopy, cancer management and rural hospital care.
- SAS development may be of a real benefit to allow additional training in CBCT reporting to reduce the burden on radiologists and ensure that accurate reporting of images is undertaken.

- I feel that IV sedation training for SAS grades would further enhance their skill set and allow treatment of complex oral surgery cases that may otherwise need general anaesthetic treatment.
- Management courses to enhance the voice of the SAS grade within the secondary care setting as they are often the front line workers and see the difficulties of service delivery.
- Implementation of Specialist grade in NHS Scotland.



## Feedback from Applicants, 2020-21

### Purposes of the development activity

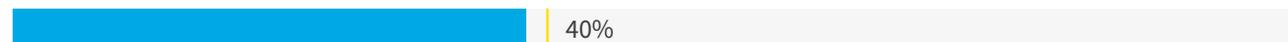
To increase / extend my current level of knowledge



To increase / extend my current level of skill



To increase / extend my current level of experience



To increase / extend my current level of confidence



The applicants pursuing CESR indicated:

Massive benefit, and I am really grateful to all concerned for making it happen.

SAS development fund has been an excellent source of support to me and I am sure to other colleagues as well.

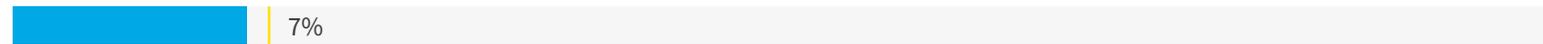
Following their training, the SAS applicants themselves highlighted that 97% would recommend their development activity to others, 97% of SAS felt this funding provided good value for money; 97% indicated it improved their own practice and 97% felt it contributed to their PDP.

100% reported improved quality of patient care; 57% 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 Development Programme, it has enabled career development, including supervision of undergraduate students in two cases, and helping towards achieving CESR, and thereafter to a Consultant or Locum Consultant post in four cases.

## Please specify which aspects of the development activity were most valuable to you

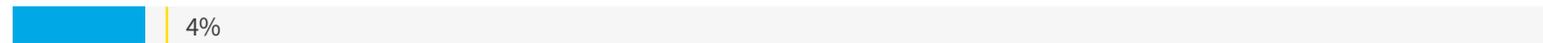
Career development inc. CESR



Leadership & management skills



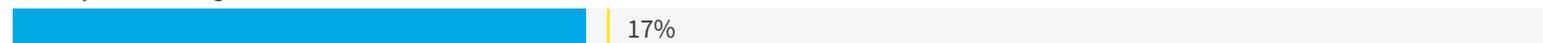
Convenience of online learning



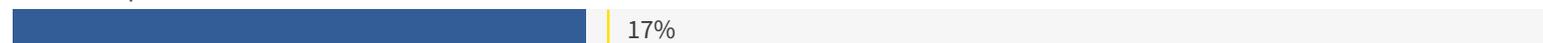
Experience / knowledge gained



Quality of teaching facilities



Increased professional confidence



Increased skills / independence



Peer interaction / networking



Ability to teach / train others



## Supporting the wider NHS

As well as supporting SAS working in Scotland with their training and development, the SAS Programme has continued to develop resources and to provide guidance for them on careers and wellbeing.

Whilst the principle aim of the Scottish Development Programme is to directly support the development of SAS doctors and dentists in Scotland, thus improving patient care, we also identify where the SAS workforce can help to support the wider work of the NHS. We have enabled SAS to be upskilled to be able to take on leadership roles both in their teams and nationally; to be future educators and trainers, and to lead on quality improvement.

By working collaboratively, we can highlight the potential of SAS as well as seeking to address some of the challenges specific to the SAS group. The SAS Associate Postgraduate Dean (SAS APGD) represents the SAS group in NES, across Scotland and in the wider UK. The SAS APGD has continued to represent Scotland in the SAS subgroup of the Conference of Medical Deans (COPMED), known as COPSAS, as well as being part of the GMC UK Advisory forum in Scotland and the GMC Education Round Table.

The publication in 2020 of the GMC Survey of specialty and associate specialist (SAS) and locally employed (LE) doctors report was followed this year by the [GMC SAS LE survey's Clustering Analysis report](#), highlighting some of the challenges reported by some groups. One of these cluster groups highlighted by the GMC represents 11% of Scottish SAS doctors (19% for the UK as a whole) ; this group of experienced, predominantly BME, male doctors are mostly graduates from outside of the UK or Europe, and have spent a significant length of time practising in the UK. The report indicated that:

 Their experiences of the workplace are extremely unfavourable – particularly in relation to their environment and teamwork. This hints that their biggest challenges stem from interactions with other colleagues. Only 9% of this group didn't believe they had experienced bullying, harassment or undermining in the last year, and this cluster has the highest proportion of doctors at high risk of burnout.

The growing numbers of IMGs moving to work in the UK is a valuable workforce for Scotland's NHS; this group are much more likely to join as SAS or 'Locally Employed' doctors.

Ensuring a supportive and comprehensive induction for all SAS has already been a priority for our team and remains a focus for our SAS Education Advisers in the boards. This year, NES's 'Softer Landing' programme was launched aiming to improve induction for both trainees and SAS who are new to the UK. It is vital that we provide the supportive environment and equal access to relevant training opportunities which enables everyone to thrive. In response to this report, we offered Active Bystander training to all SAS in Scotland, delivering workshops to give them the skills and confidence to be able to respond to any situations of bullying or harassment in the workspace, and to know where to seek support if required.

The broad membership of the SAS Programme Board panel enables us to work collaboratively with DMEs, BMA and Colleges. The APGD has continued to develop links for SAS between NES (as the national educational body for NHSScotland) and the Colleges through collaboration with the Academy of Medical Royal Colleges (AoMRC) SAS committee. Working together, we are better able to look to improve current systems.

## The SAS Programme in 2022-23 and beyond

COVID-19 remains with us; its impact on our patients, the NHS in Scotland and on our workforce continues. The SAS Programme continues to respond and adapt to ensure that SAS can support the NHS through ongoing and evolving challenges. Our team of local SAS Education Advisers provide SAS with guidance, support, and help to enable some creative solutions locally.

Supporting the development of SAS grades through the programme has a direct, positive impact on patient care and safety, and on clinical services across NHS Scotland. SAS doctors and dentists play a vital role in today's Scottish NHS, and the continued funding of the Scottish SAS Development Programme is essential for retaining and optimising the contribution of these valuable staff.

We continue to ask SAS for feedback after attending any of our training courses or having been supported by our fund; this ensures that we stay informed on current SAS training needs and ensure that the programme we offer remains relevant to these grades.

The feedback comments from both the SAS who have undertaken training and their Clinical Directors reflects the value that they see to the NHS in Scotland of the support which is provided by the SAS Development Programme.

### Applicants:

- 👍👍 I greatly appreciate the SAS Development Fund for financing this development opportunity which has been beneficial to my department and patients.
- 👍👍 I would just like to thank those involved with the SAS development fund. It was a great opportunity to undertake the diploma and I have benefited greatly from this.
- 👍👍 I'm just really grateful for the opportunity the SAS Development Fund have given me, and honestly so thankful for the support demonstrated as well.
- 👍👍 It is an excellent support service and my only suggestion would be for more people to have access.

👍👍 I have now more knowledge and skills in clinical education that will be beneficial for clinical trainees in my department.

👍👍 This course has improved my teaching, assessment and feedback. This benefits myself, our trainees and also has a direct impact on patient care.

### CDs

👍👍 I am very grateful for SAS support received in relation to up-skilling this doctor.

## Appendix 1: Applications to the Fund

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.

## 2021-22 SAS Development Fund applications

NHS Health Board	New applications submitted	New applications approved	Repeat applications submitted	Repeat applications approved	Overall total applications submitted	Overall total applications approved
NHS Ayrshire & Arran	3	3	0	0	3	3
NHS Borders	0	0	0	0	0	0
NHS Dumfries & Galloway	3	3	0	0	3	3
NHS Fife	4	4	0	0	4	4
NHS Forth Valley	4	4	1	1	5	5
NHS Grampian	3	2	0	0	3	2
NHS Greater Glasgow & Clyde	1	1	1	0	2	1
NHS Golden Jubilee	1	1	0	0	1	1
NHS Highland	3	3	0	0	3	3
NHS Lanarkshire	4	4	0	0	4	4
NHS Lothian	5	5	0	0	5	5
NHS Orkney	0	0	0	0	0	0
NHS Shetland	0	0	0	0	0	0
NHS Tayside	1	1	1	1	2	2
NHS Western Isles	0	0	0	0	0	0
NSS	0	0	0	0	0	0
State Hospital (Carstairs)	0	0	0	0	0	0
<b>Total number of applications</b>	<b>32</b>	<b>31</b>	<b>3</b>	<b>2</b>	<b>35</b>	<b>33</b>

Type of development activity	New applications submitted	New applications approved	Repeat applications submitted	Repeat applications approved	Overall total applications submitted	Overall total applications approved
Qualification	18	17	1	1	19	18
Training course	9	9	0	0	9	9
Top up training for CESR purposes	3	3	2	1	5	4
Secondment for additional experience (Non CESR)	2	2	0	0	2	2
<b>Total number of applications</b>	<b>32</b>	<b>31</b>	<b>3</b>	<b>2</b>	<b>35</b>	<b>33</b>

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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