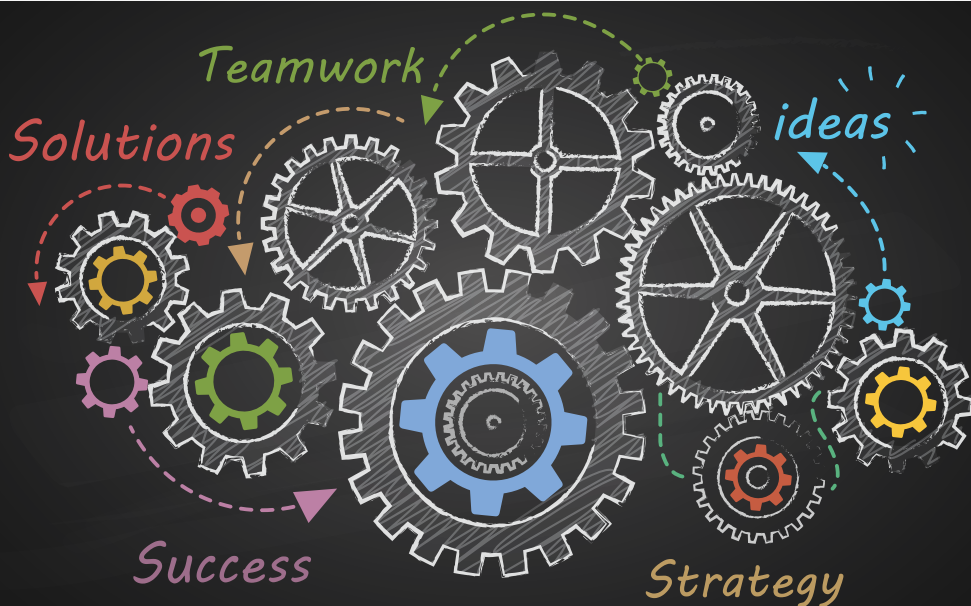


SAS Doctor Development and Sharing Good Practice

Friday, 30th June 2017
Macron Stadium, Bolton



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for health and
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Introduction

SAS Doctors

A large number of doctors in the health service work as neither consultants nor principals in General practice and, yet, are not in designated training posts. This group – formerly known as NCCGs (Non Consultant Career Grades) is diverse and includes nearly every speciality, with doctors coming from a variety of backgrounds, levels of training and responsibilities.

They are all involved in the delivery of patient care and many Trusts rely heavily on their input to develop and maintain service delivery. Most of this group are now contracted as 'Staff Grade' or 'Associate Specialist' doctors, hence the term SAS doctors is now preferred. A new grade – 'Speciality Doctor' was established with the introduction of the 'new contract' in 2008. SAS doctors may elect to transfer to this new contract and it is anticipated that all new appointments to the grade will be at 'Speciality doctor' level.

HEE is responsible for the management and allocation of educational funding, working collaboratively with SAS Leads, Tutors and Local Education Providers (LEPs) to ensure the fund is utilised appropriately.

The development fund for SAS Doctors within HEE (NW) is held centrally and managed by a nominated Associate Dean and his team, working closely with Leads, Tutors and LEPs who submit business cases to secure funding for educational development and training.

We have over 1400 SAS doctors over 30 Trusts in the North West region, and work collaboratively with our network of 45 SAS Leads and their administrators, to ensure each SAS doctor is provided with an opportunity to access funds in order to engage in development opportunities.

Within this section, you will find information on the following:

- Contact information on designated SAS Trust Leads/Tutors
- Links to helpful websites and resources that may be useful for you in your SAS role and for your professional development
- Frequently asked questions

Quick Links

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[SAS Tutor Feedback Form](#)

[SAS Conference Suggestions Survey](#)

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Visit the SAS Section of our website:

www.nwpgmd.nhs.uk/sas-doctors/introduction



SAS Doctors Conference – Foreword by Professor Ian Cumming, Chief Executive of Health Education England

Welcome to Health Education England's (HEE) fifth annual SAS Conference, which this year focuses on development, recognition and sharing good practice. This important event will address some of the key issues for your profession, as well as showcasing the excellent work of you and your colleagues.

HEE exists for one reason only: to support the delivery of excellent healthcare and health improvement to the patients and public of England by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

You are highly trained doctors, who make a considerable contribution to the NHS. At HEE and indeed across the NHS, your role is greatly valued as you play a key part in the provision of high quality patient care. HEE has been working with the BMA, NHS Employers and the Academy of Medical Royal Colleges (AoMRC) to support your career development.

This work has included improving our understanding of your career aspirations and CPD requirements; identifying what you need to achieve these aspirations; and identifying and removing barriers to this. You will learn more about this work during today's conference.

We are delighted to have co-signed, alongside our partners, two important publications. The Charter for SAS Doctors sets out what you can expect from your employers, what employers can expect of you and the support mechanism that HEE promotes and provides.

We followed this up this February with a summary of resources for SAS Doctors' development. This describes the actions that can be taken to ensure best practice in the development of SAS doctors and dentists, and how different groups can work together to ensure the principles are consistently applied.

I hope that you will take advantage of these resources, which are available online, if you have not done so already.

Our work to support you continues: among other things, we have established a SAS and Trust Grade workstream to consider the potential benefits that can be unlocked for this section of the workforce. This work is in its early stages, with specific outputs to be explored and agreed as this work progresses.

I would like to thank you for attending today's conference, and everyone who has been involved in its organisation, including the excellent speakers that have agreed to give up their time to discuss the issues important to you. I hope that you have an enjoyable and worthwhile day.

Programme

08:30	Registration, tea & coffee
09:15	Welcome & housekeeping Stephen Maddocks, Central Services Manager
09:30	Introduction & opening remarks Professor Jane Mamelok, Postgraduate Dean

Chair of morning session Dr MK Shashidhara, Stockport NHS Foundation Trust

10:00	Medical Director's support, recognition and development of SAS doctors Dr Colin Wasson, Medical Director, Stockport NHS Foundation Trust
10:30	SAS doctor's success stories Dr Jaiprakash Patil, SAS Doctor, University Hospital Morecambe Bay Dr Anu Shrotri, SAS Doctor, Aintree University Hospital NHS Foundation Trust
11:10	Coffee
11:30	Role of GMC in SAS doctors development Tista Chakravarty-Gannon, Principal Regional Liaison Adviser
12:00	New SAS development guide (Implications on job plan & implementing SAS autonomous role) Mr Amit Kochhar & MK Shashidhara

12:30	Ged Byrne, Director of Education & Quality, HEE
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13:00	Lunch, networking, view posters and visit stalls. Stalls – BMA, Maguire, Deduci, Medical Defence Unit, First Thought Training
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Chair of afternoon session Mr Amit Kochhar, University Hospital Morecambe Bay

14:00	Sumo Guy - www.thesumoguy.com Paul McGee
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16:00	Poster presentation prizes - £100 Amazon vouchers, £50 Love to Shop vouchers, Overnight stay (B&B) at Bolton Whites Hotel, E-Learning Vouchers, Kindle
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16:15 Close of Conference - Mr Amit Kochhar

The programme currently carries 5.5 CPD Points

Speaker Biographies



Mr Stephen Maddocks

I am the Central Services Manager for Health Education England and have worked in various roles in the NHS for the past 15 years, which was a bit of a culture shock coming from an insurance background!

I have a passion for HR and am studying for my CIPD qualification.

I have led the Central Services Team through numerous changes over recent years most notably and with some achievement the integration of the two former deaneries.

This was a testing time but I am pleased that we have now achieved a single process for the development of SAS doctors across the North West region and I would like to thank our SAS Doctors and in particular the SAS Tutors in helping to make this happen.

I am really proud of the work that our SAS Doctors do across the North West and I am delighted to be involved in the delivery of our 5th conference which I believe is our biggest one yet.

Many thanks to our speakers and organisers of today's event who have shown real commitment and passion for our SAS doctors and I hope you can stay around for the afternoon session from the fantastic Paul McGee.



Jane Mamelok

Jane has recently been appointed as Postgraduate Medical Dean (October 2016) and will continue to lead the team delivering multi-professional workforce education and development across the North West. Jane was a graduate entry to medical school (University College London 1986) having studied at Durham University for her BSc in Biology and Ecology. Jane's background is in general practice and she has been a GP for 26 years and was still in clinical practice until

2015.

Jane has been involved in medical education for 25 years, with a long association with the former North Western Deanery prior to her appointment as GP Director for Mersey in 2011. She took over as Deputy Postgraduate Dean for Primary Care and Public Health the North West in 2015.

Jane's main area of interest is assessment and quality assurance; she has a Masters in Medical Education (Dundee 2012). Jane has 14 years' experience as a MRCPG

examiner and was the RCGP Workplace Based Assessment (WPBA) Clinical Lead from 2007 - 2013. She has held national roles including Vice – Chair of COGPED (Committee of GP Education Directors) and Chair of HEE GP Directors/Deans leading Curriculum development and recruitment initiatives. Jane has been a CEGPR assessor for the GMC since 2013 and continues in that role.

Jane is Honorary Civilian Consultant Adviser to the Army and a member of Defence Medical Services (DMS) Education Committee, leading quality assurance visits to Defence training organisations across all three services in the UK and overseas.



Mr Amit Kochhar

Amit Kochhar is an Associate Specialist in ENT at University Hospitals of Morecambe Bay NHS Trust.

He is also the current Chair of the national BMA SAS committee. At UHMB he is also the SAS Clinical Lead/SAS Tutor and is also an Educational and Clinical supervisor. Deputy Chair of the UHMB Joint local negotiating committee he is passionate about representing SAS doctors locally, regionally and nationally



Dr M K Shashidhara

Associate specialist in Anaesthetics
Perioperative Anticoagulation Lead
Interim Chair Health Education North West SAS Doctors
IMG & SAS Tutor, LNC Member
Stockport NHS Foundation Trust
Panel member for international recruitment Edge Hill University
Founder Secretary North West Pre-operative Network
Websites: sasdoctors.co.uk / nwpreop.co.uk / sasnw.org

I am instrumental in creating numerous education programmes for all the doctors from consultants, SAS, trust grade doctors other health care professionals across the North West and at Stockport NHS Foundation Trust. I work with Frances McLaughlin, Mr Stephen Maddocks, Mr Amit Kochhar and all the SAS Tutors of HEENW to make sure SAS doctors have a robust education development framework and provide support through SAS fund.

In addition I have been running leadership & management workshop to all the doctors over the past 4 year in collaboration with the Keele University.

After qualifying as a doctor and then as an Anaesthetist from India (Karnatak & Mangalore University), I worked as a lecturer Anaesthesia for 6 years in St Johns Medical College Hospital, a tertiary care centre in Bangalore. I spent a year doing a degree in computer science and that never left me! I started working in Stepping Hill on 20th June 2005. In the past 12 years at SHH, I have taken and lead in countless initiatives to improve practice. I set up, managed the Anaesthetics

intranet site, and designed the Obstetric Anaesthesia follow up database and Obstetric antenatal anaesthetic clinic database. I work tirelessly to support all the SAS doctors across the region with various workshops, which has attracted widespread audience from SAS doctors & Consultants across the country.



Dr Colin Wasson

Dr Wasson has been an Anaesthetist and Intensive Care Consultant at Stockport NHS Foundation Trust for the past 15 years.

In this time he has been the Clinical Audit lead, Day Case Lead, Clinical Director for Anesthetics, Trust Mortality Lead and Associate Medical Director for Surgery.

He is currently the Medical Director in Stockport. His leadership roles have given him direct resistibility for appointing and managing a large number of SAS doctors.

He is an enthusiastic supporter of their contribution, recognising the potential that this group of doctors can offer when given the opportunity for career development.

He strongly favours the development of clinical autonomy for SAS doctors, as well as offering direct responsibility for clinical service development, as well as roles in leadership, management and teaching.



Mr Jayaprakash Patil

MBBS, MS (Ophth), DRCOphth, MRCOphth, FRCOphth (London), FRCS Glasg

Associate Specialist in Ophthalmology with special interest in Paediatric Ophthalmology (2013-to date)

Paediatric Ophthalmology sub-speciality lead (UHMBT)

Ophthalmology Undergraduate Education Speciality lead for Lancaster Medical school

Clinical and Educational Supervisor, UHMBT

Previous Work Experience

Fellow in Paediatric Ophthalmology, Great Ormond Street Hospital, London

Fellow in Paediatric Ophthalmology, King's College Hospital, London

ASTO (Advanced sub-speciality Training Opportunity) in Strabismus and Paediatric Ophthalmology at St. Thomas Hospital, London

Postdoctoral Ophthalmology Research Fellow, Summa Health System, North Eastern Ohio Universities School of Medicine, Rootstown, OH, USA

Clinical and Research Fellow in Medical Retina, University of California, Irvine, CA, USA

Academic achievements:

I have published 26 papers – original research works in various ophthalmic peer review journals (12 as first author and further 14 more as a co-author).

I have presented 48 posters in various conferences/congresses in the UK and USA. Guest invited lectures/presentations more than 12 times in various ophthalmic meetings in the UK.

I have also pioneered and successfully implemented complete paper-less paediatric Ophthalmology electronic patient note keeping since 4 years now.

I have developed patient-care pathways/local guidelines and protocols for paediatric eye services and patient-information leaflets for the common eye conditions in children



Dr Anu Shrotri

MBBS, MS General surgery - Pune University, India.

Came to UK in July 1995.

Got fellowship- FRCS (Glasgow) 1996.

Higher surgical trainee in Breast cancer and Reconstructive surgery 1997-2000

Staff grade surgeon in Breast surgery 2000-2006

Associate specialist surgeon Breast cancer and reconstructive

surgery 2007 to date.

Was member of SAS committee at BMA for one year and represented SAS doctors on Equality and diversity committee at BMA

Member of SAS committee RCS England since 2012

Lady Estelle Wolfson Emerging Leaders Fellow 2015/2016

Chair SAS committee RSC England since October 2016

SAS representative on RCS England Council since October 2016

SAS Tutor at Aintree University Hospitals and HE NorthWest

PGDip in Oncoplastic breast surgery from UEA and currently pursuing MSc.



Tista Chakravarty-Gannon

Tista is a Principal Regional Liaison Adviser (RLA) at the GMC. She manages and provides leadership to the team of RLAs, as well as leading on projects within the GMC. Besides leadership responsibilities, Tista's role involves engaging with doctors and delivering workshops on ethical standards.

Prior to joining the GMC, Tista spent many years in stakeholder management, and worked with survivors of abuse, particularly in children's and mental health support services. More recently

she has worked on collaborative projects with the Gold Standards Framework, Marie Curie and RCGP.

Tista is passionate about the NHS and has particular interests in safeguarding, medical leadership and quality improvement.



Professor Ged Byrne

I am a surgical oncologist by profession and continue to practice on a part time basis. Having graduated in Manchester in 1989, I trained in Manchester, Scotland, India and the West Midlands returning to Manchester as a clinical lecturer in 1997.

Having been appointed a senior lecturer and consultant surgeon in 2000, I became Clinical Dean in South Manchester in 2004. I founded the Universities' Medical Assessment Partnership in 2003 and became the founder director of the

Medical Schools' Council Assessment Alliance. I also led the establishment of the UHSM Academy in 2009. In 2010 I became Professor of Medical Education at the UoM and was awarded a National Teaching Fellowship by the Higher Education Academy. In 2012 I became Associate Dean for Communications at the Faculty of Medical and Human Sciences at the University of Manchester and an honorary Professor of Health Sciences at The University of Salford.

I took up the role as Director of Education and Quality for Health Education North West in December 2013 and have since been appointed as Director of Education and Quality for HEE (North). I have a long-standing interest in global healthcare capacity building and education, leading the development of the GuluMan healthcare link and I am the founder director of the Uganda-UK Healthcare Alliance. I passionately believe that education must be globalised for all NHS staff if they are to offer a fit for purpose role in the future of healthcare in the UK.



Mr Paul McGee (Sumo Guy)

Paul McGee is one of the UK's leading speakers on the subject of change, workplace relationships and motivation.

His provocatively titled book SUMO (Shut Up, Move On) became an instant best seller and his book on Self Confidence reached number one in the WHSmith's business book chart and remained there for a further 24 weeks.

He has appeared on BBC Breakfast television and is a regular contributor to Radio 5live. Building on his background in psychology, Paul's aim is to deliver a practical, relevant message that can make an immediate impact on people's professional and personal lives.

His approach is considered both inspirational and humorous as he seeks to deliver a memorable experience that equips people with insights and ideas to increase their personal effectiveness and impact.

He's spoken for over 1,000 organisations in 41 countries to date, and from Todmorden to Tehran and from Bradford to Brisbane, Paul's messages have resonated with a global audience.

He has had the privilege of working with one of the world's top management gurus, the late Dr Stephen Covey, and his work has been endorsed by the Elite Performance Director of the British Olympic Association, Sir Clive Woodward.

His clients include prominent blue chip organisations, public sector bodies and a leading Premiership football club.

SAS Doctor Development Action Plan

Action plan – what needs to happen and what would the potential benefits be? What are the challenges	Who would be involved?	Timescale

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Please email your plans to stephen.maddocks@hee.nhs.uk or frances.mclaughlin@hee.nhs.uk for the chance to win a prize!



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