



Reach for the Stars! 6th Annual SAS Conference

Monday 5th November 2018, Aintree Racecourse

SAS Doctor Development in the North West – the HEE perspective

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Developing people

for health and

healthcare

Overview

- Role of Health Education England (HEE)
- SAS Doctor development – national work
- SAS Doctor development in the North West

Role of Health Education England (HEE)

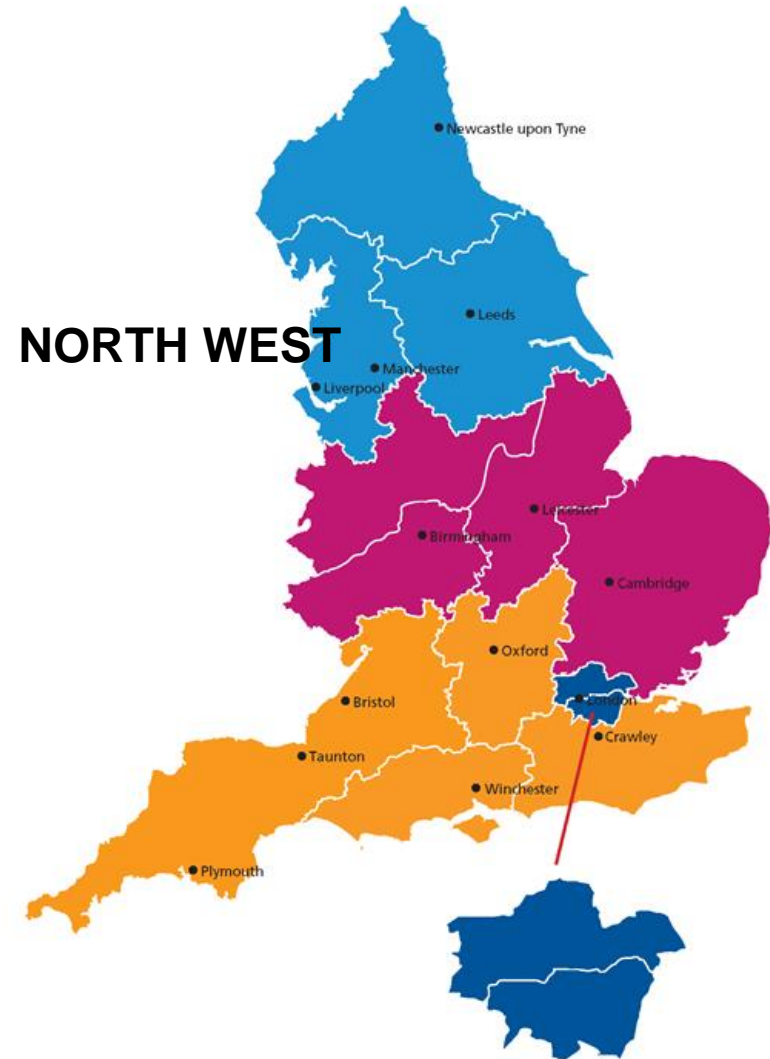


HEE's remit

- To support the delivery of excellent healthcare and health improvement to the patients and the public of England, by ensuring that the NHS workforce has:
 - the right numbers
 - the right skills, values and behaviours
 - at the right time
 - in the right place

HEE's Workforce

- Nearly 2,000 people in a variety of leadership, education and support roles
- Most are based in local teams across England



SAS Doctor Development - National Work



HEE's Workstreams

- Over 100 workstreams, including:

Advanced Clinical Practice	Allied Health Professionals	Building a digital ready workforce
Dementia	Diversity & Inclusion	Education & training for patient safety
Emergency medicine	End of life care	Genomics education
Leadership	Mental Health	Pharmacy
Quality	Return to Practice	Workforce Strategy

Facing the Facts, Shaping the Future

- Draft Health and Care Workforce Strategy for England
- Published Dec 2017
- Consultation undertaken & final document awaited



HEE Workforce Triangle



“HEE currently invests £12m per year in the education and training of SAS grade (SASG) doctors, who make up 9% of our medical workforce with trust doctors. A genuine focus on recruiting, investing, supporting, rewarding and recognising SASG doctors can significantly help deliver medical rotas. We need more discussions and ideas about what re could be done to support and value the SASG workforce.”

HEE SAS/Career Grade Working Group

- Established early 2018 to develop a national strategy to support and progress the careers of SAS Doctors
- Membership includes representatives from
 - HEE
 - GMC
 - BMA
 - Royal Colleges
 - AoMRC
 - NHS Improvement



GMC initiatives

- Feasibility study to identify how best to explore the work & training experiences of SAS Doctors
 - Consultation in progress, including focus groups with SAS Doctors
- Credentialing
 - Potential to support more flexible career development & also recognition of expertise in areas not covered by formal training programmes
 - Consultation on draft framework underway

NACT UK - Supporting Locally Employed Doctors across the UK

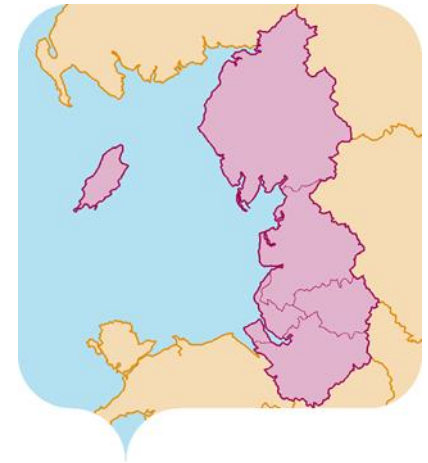
- Published Oct 2017
- Outlines that training & career support is vital for both SAS Doctors & Locally Employed Doctors but potentially differs between the 2 groups
- Gives guidance for DME's, Trusts, HEE & Royal Colleges about their roles in supporting these Doctors



NACT UK - Supporting Locally Employed Doctors across the UK

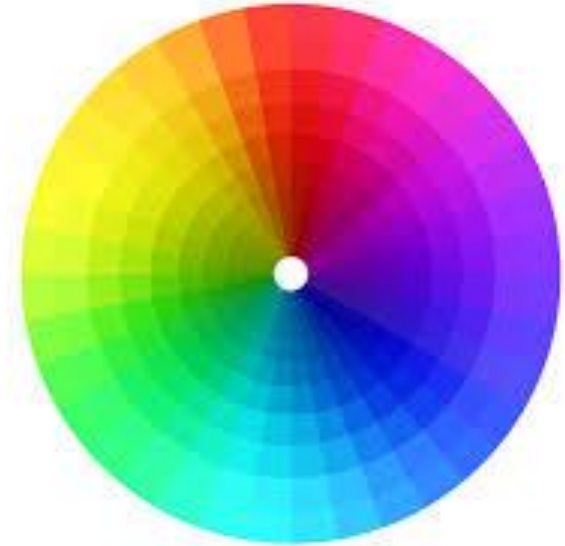
- **SAS Doctors** – appointed on national terms & conditions & have at least 4 years of postgraduate training
e.g. Specialty Doctor, Staff Grade, Associate Specialist
- **LEDs** – appointed on variety of T&C's, often fixed-term posts, varying levels of experience
e.g. Trust Dr, Clinical Fellow, F3

SAS Doctor Development in the North West



SAS Doctors in the NW

Individuals with varied backgrounds, different specialties, job titles, levels of experience, career aspirations & development needs



Support for SAS Doctor Development in the NW

- Associate Dean with lead responsibility for SAS Doctor Development + admin support
- SAS Tutor/Lead & admin support in nearly all Trusts
- SAS Education Committee Forum meets 3 times a year to discuss developments & share good practice
- SAS Development Fund

NW SAS Development Fund

- Total of **£750,000** allocated in 2017-18
 - SAS Tutor/Lead roles & admin support
 - SAS Drs annual conference
 - 61 trust-hosted courses
 - 94 applications from individuals
- Budget for 2018-19 = **£800,000**
- Allocations to date include:
 - 49 trust-hosted courses across 16 trusts
 - 57 individual courses

Examples of trust-hosted courses

CESR

Leadership

**Reflective
Practice**

**Educational
Supervision**

**Service
Improvement**

**Human
Factors**

**Making a
Business Case**

**Mock
Inquest**

SAS Development Fund

– Individual Applications

- Supports courses for career progression & development above the maintenance of current professional practice
- e.g. extended clinical, educational or leadership roles, CESR
- **Full guidance and application form are on the HEE NW website**

<https://www.nwpgmd.nhs.uk/sas-doctors/introduction>

HEE NW SAS webpages

Future plans (1)

- Implement induction programme & mentoring scheme for newer SAS Tutors/ Leads
- Develop training programme for established SAS Tutors/ Leads
- Evaluate impact of allocations from SAS Development Fund & agree strategic approach to maximise benefit achieved



Future plans (2)

- Enhance support and guidance available for Doctors working towards CESR e.g. by reviving the CESR Champions programme
- Disseminate HEE SAS Doctor strategy when published & engage with relevant stakeholders to encourage implementation across the region
- Endeavour to address barriers to SAS Doctors' autonomous working

The future....?

- SAS grade seen by all as a positive and valued career option, with a clear but flexible structure for progression



Summary

- The SAS Doctor workforce are vital in the delivery of high quality patient care
- HEE, both nationally & regionally, is committed to supporting SAS Doctor Development
- Your suggestions & comments are welcome

For reflection.....

- What are **your** career aspirations?
- What support do you need to progress these & how are you going to get it?



- *“We always have to believe what is possible in life and not be hindered by history or expectations”*

(Gareth Southgate)





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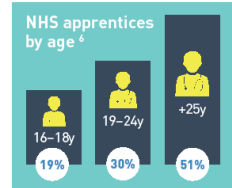
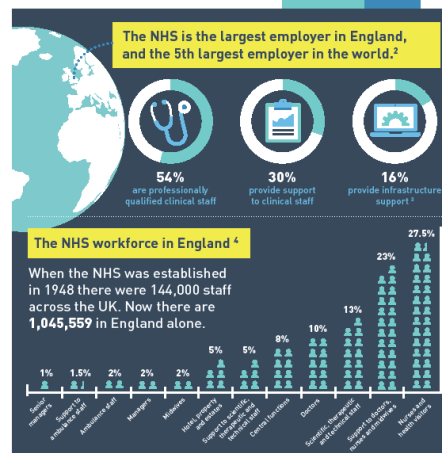
Closing Reflections

70 YEARS OF THE NHS 1948 - 2018

The NHS workforce



Expenditure
Around two thirds of NHS provider organisations' total expenditure is on their workforce.¹



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1 The Health Shop and the Health Book on Demand and Demand Development Commission, NHS, May 2016. 2 NHS Employers. 3 NHS Employers. 4 NHS Employers. 5 NHS Employers. 6 NHS Employers. 7 NHS Employers.

- <https://www.youtube.com/watch?v=hdiGX52r7mc>



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