**Summary of SAS Development Programme, April 2022 - March 2023**

Background: The Scottish Specialist, Associate Specialist and Specialty (SAS) Doctors and Dentists Development Programme was founded in 2012 to offer 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, 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 their peers at Health Board level and to guide them to make best use of funding opportunities.

Key to the SAS Development Programme is the recognition that taking up a SAS post does not preclude professional development opportunities. Specialty, Specialist 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.

Our SAS Programme continues to:

Support SAS in their individual development and training needs.

Assess the changing needs of the SAS group, offering training opportunities and workshops to reflect this.

Consider the changing medical landscape to support our SAS workforce to be best placed to thrive in Scotland’s NHS, and thus contribute to best patient care.

Over 2022-23, 34% of SAS grade doctors and dentists in Scotland engaged with the SAS Development Programme, either through applying for individual funding, attending one or more bespoke SAS events and courses, or both.

OUR STRUCTURE

**SAS Programme Board**

Professor Amjad Khan oversaw the SAS Development Programme as Lead Dean, supported by Mr Adrian Dalby, General Manager for the NES Medical Professional Development workstream.

The SAS Programme Board continues its quarterly meetings to address operational issues and consider all applications for funding based on individual merit and set criteria. The Board is chaired by Dr Lynne Meekison, Associate Postgraduate Dean for SAS (APGD SAS), and has a broad membership including representation from NES, Directors of Medical Education (DMEs Group), the BMA, and the Academy of Medical Royal Colleges (AoMRC), enabling expert input on key areas and challenges.

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

Administrative support for the team’s work is provided by Phil Smith, Senior SAS Programme Officer, with contributions over 2022-23 from Nicholas Garcia-Minaur, Margaret McClymont and Rozanne Suarez, colleagues within 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 two new members in NHS Greater Glasgow & Clyde and NHS Ayrshire & Arran, with mentorship and peer support provided.

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

In November 2022, the SAS Education Adviser team met for in-person training in the Golden Jubilee conference centre, Glasgow, marking the first time the team have met in person since the COVID pandemic; as well as general training and an opportunity for peer input on their work to support local SAS grades, the event featured a day focused on planning, implementing and measuring Quality Improvement, delivered by a guest facilitator from the NES Quality Improvement team.

**Collaborative working**

The SAS Associate Postgraduate Dean (SAS APGD) represents the SAS group in NES, across Scotland and in the wider UK. By working collaboratively, we can highlight the potential of SAS as well as seeking to address some of the challenges and barriers faced by the SAS group.

The SAS APGD continues as part of the GMC UK Advisory forum in Scotland and the GMC Education Round Table, as well as representing Scotland in COPSAS, which is the SAS subgroup of the Conference of Medical Deans (COPMED). The SAS APGD has continued to develop links for SAS between NES (as the national educational body for NHS Scotland) and the Colleges, working with Royal College of Physicians and Surgeons of Glasgow and with the Academy of Medical Royal Colleges (AoMRC) SAS committee.

**SAS Wellbeing in the Workplace Survey**

The SAS Development Programme would like to ensure that they are doing all they can to support SAS with any issues of bullying, undermining, or harassment they might be experiencing/have experienced/have observed in the workplace. It is important to offer the right kind of support to everyone. As such, the [‘SAS Wellbeing in the Workplace’ survey](https://www.scotlanddeanery.nhs.scot/media/721993/sas-wellbeing-in-the-workplace-survey-2023-report.pdf) was constructed to elicit doctors’ and dentists’ experiences, aiming to ascertain the extent of the problem across Scotland. Questions were also posed to seek views on how best the Development Programme could target support and resources to meet the challenges that occur in the workplace. The survey ran for 6 weeks in early 2023 and was completed anonymously; there was no individually identifiable data. The survey received 267 responses, a 21% return rate. The vast majority of respondents (79%) were Specialty Doctors, 13% were Associate Specialist doctors, and 7.5% were Dentists (Specialty and Associate Specialists). 73% had obtained their Primary Medical Qualification (PMQ) in the UK, with the remainder having qualified in Europe, Asia or Africa. This is consistent with data from the [GMC’s 2019 SAS-LED survey](https://www.gmc-uk.org/education/standards-guidance-and-curricula/projects/survey-of-specialty-and-associate-specialist-and-locally-employed-doctors), where Scottish based respondents were 61% UK PMQ and 39% non-UK PMQ (which is significantly different from the UK average). We noted gender, race, disability and age. age.

In the last year, 57 respondents (21%) stated they had been bullied, undermined or harassed by a colleague in their workplace. 70% stated they had not experienced these behaviours and the remainder preferred not to say. Of SAS who had been bullied, undermined or harassed, significantly only a third had ever reported the incident(s).

Belittling and humiliation (70%) and rudeness and incivility (60%) were the most reported behaviours, followed by threatening and insulting comments (25%), preventing access to training (18%) and race related bullying (12%). A smaller number reported sex, age and disability related bullying.

The majority (66%) of those responding to the survey knew how to report bullying, undermining and incivility but only 27% had confidence in local processes dealing with these types of behaviour with the remainder stating they had no confidence (24%) and a larger number stating that they did not know (41%).

The SAS Programme has followed up by offering further courses on managing undermining and bullying behaviours, leadership and wellbeing and dealing with difficult situations in the workplace, with further training events planned. Of those responding, a total of 37 (14%) had attended one of these courses prior to the survey with 83% finding these beneficial, and 56% using the follow up/signposting resources helpful. Encouragingly a small number of attendees (13%) have since used their training to tackle bullying and harassment in their workplace with over half of these stating that this had resolved the problem. In terms of future training, 160 respondents (60%) felt that they would like to see more information, training and workshops offered on bullying and harassment in the workplace.

It is important to recognise the wider workplace culture in which SAS doctors and dentist work. While we will continue to support the SAS workforce through our development programme, improving the experiences will require actions from across the wider health and social care system to create and sustain an inclusive working environment.

**Valuing the SAS workforce in Scotland**

The [GMC’s workforce report 2022](https://www.gmc-uk.org/-/media/documents/workforce-report-2022---full-report_pdf-94540077.pdf) highlights the changing medical workforce and the significantly increased number of SAS and Locally employed (LE) doctors on the GMC register, largely driven by doctors coming from overseas. The report stated *“if the trend continues, by 2030 SAS and LE doctors in secondary care will form the largest group in the medical workforce.* ***SAS and LE doctors are a valuable asset****: we are fortunate to have access to their knowledge and expertise. But the system does not always make the most of their talents. Supporting the varied career aspirations of SAS doctors, either by enabling them to progress further within their chosen specialties or by offering opportunities in different areas of the healthcare system, will be crucial to a sustainable medical workforce.”*

However, SAS & LE are far more likely to leave the UK after practicing for a short time, compared to all other groups; SAS are more likely to be International Medical Graduates and BME than the rest of the Scottish Medical workforce. In Scotland, SAS are more likely to be female. Scotland’s 1250 SAS Doctors and Dentists deliver high quality care to patients across all the health boards in Scotland – to retain this group, this workforce must be valued.

Ensuring a supportive and comprehensive induction for all SAS in the boards remains a focus for our SAS Education Advisers. Thereafter, whether an individual wishes to develop their skills, thus improving the quality of care delivered in their current Specialty Doctor grade post; to develop their skills leading to autonomous practice and potentially to a more senior clinical role; to enter a training programme; or to achieve CESR and subsequently move into a Consultant post, it is vital that SAS are given both the opportunities and support to develop their skills. The NES SAS Development Programme and its team of SAS Education Advisers support this group, enabling SAS to develop their skills throughout their career, to adapt to the changing clinical landscape, and to upskill to take on new and extended roles in a changing workforce.

Scotland Deanery’s overarching aim is ***to deliver first class medical education and training for Scotland to ensure safe, effective care for patients, both now and in the future***. In Scotland, the Deanery has enabled SAS to access training opportunities including both local and national specialty teaching, as well as Simulation training. This inclusive culture helps to demonstrate the value of the SAS community in Scotland and to enable everyone to thrive.

The GMC workforce report stated *“We are lucky to have a diverse and growing workforce of highly skilled, talented and experienced doctors. It is only by nurturing and valuing that workforce that we will keep it”.* This is our aim in Scotland.

The SAS Development Programme welcomed the introduction of the new SAS contracts in Scotland 2022, with the introduction of the Specialist grade serving as a senior SAS grade that will increase opportunities for career progression for SAS in Scotland.

**Support for those wishing to progress to achieve Certificate of Eligibility for Specialist Registration (CESR)**

In order to ensure that the SAS Development Programme continues to meet the career development needs of SAS Doctors across NHS Scotland, in early 2022 the team circulated a survey to those 27 SAS who had applied for and received SAS Development funding specifically towards attaining CESR (Certificate of Eligibility for the Specialist Register) over the last seven years. This asked for feedback on their personal and career development and specifically, if the support and funding received from the SAS Development Programme had proven beneficial in assisting in their journey towards CESR. Whilst more than 60% of respondents remained in Specialty Doctors contracts and 4.3% remained as Associate Specialists, 26.1% are now employed as Consultants and 8.7% as Locum Consultants

In terms of their progress reported towards CESR at the time of the survey, 34.8% of those supported by the SAS fund had successfully achieved CESR; 26.1% had already been successful in obtaining a Consultant post as a result of gaining CESR and a further 8.7% were now on the Specialist Register after having their CESR application approved- whilst this group had not yet attained Consultant posts, they were now in a position to apply for these.

Furthermore, 13% were awaiting the outcome after submitting their CESR application to the GMC and almost 40% of those who completed the survey were at the point of submitting their application to the GMC within the next three months. 4.3% of respondents had withdrawn from the CESR process. The remainder continued to gather evidence for submission.

Of the 34.8% of respondents who reported that they had now achieved CESR, 87.5% rated the support they had received from the SAS Development Programme very highly. Half of this group reported that the most useful assistance they received during the preparation/application process had been receipt of SAS Development funding, with a further 25% highlighting the help and guidance they had received from their Health Board’s SAS Education Adviser. Having the opportunity to undertake top-up training and speak with the Associate Postgraduate Dean for SAS were also considered effective supports.

This survey exemplifies the reported complexity and time-consuming nature of the application and evidence-gathering process. We sought feedback about the SAS programme support offered, and any changes we should make.

* “I had fantastic support in monetary terms and could not have achieved some of the requirements I needed without the placement that the SAS programme funded”
* “This is a good programme to support all the SAS doctors, it should continue to do so and encourage more SAS to take up the available support”
* “I'm so thankful for accepting my application and timely release of funds for my sub-speciality postings. I don't see any further improvements are needed”
* “Really great support practically, financially. Very helpful”
* “Absolutely great programme, very supportive - invaluable”

We continue to work with all applicants towards their CESR goal, and note further successes in CESR since this survey was undertaken.

**(CESR) Peer Support Network**

Since 2021, the SAS Programme have offered a CESR Peer Support Network on Microsoft Teams as a virtual space for SAS grade doctors across Scotland who are interested in applying for CESR, where they can source help and support from others going through the same process, supported by mentors who have already achieved CESR in their specialties.

The group now has over 130 members, including 15 mentors, supported by SAS Education Advisers from the regional Health Boards. As part of this support, we continued to hold interactive webinars with presentations from current or former SAS grade doctors who have achieved CESR, including those who have recently submitted their portfolio of evidence to GMC, enabling supportive conversations with those at an earlier stage in the process.

|  |  |  |
| --- | --- | --- |
| **CESR Peer Support Network talks** | **Date**  | **Attended** |
| Achieving CESR in General SurgeryMr Ahmed Waqas, Senior Clinical Fellow (Colorectal Surgery), Guy’s & St. Thomas NHS Foundation Trust | 20 October 2022 | 46 |
| Achieving CESR in Palliative MedicineDr Jill McKane, Consultant in Palliative Medicine, Ayrshire Hospice & Dr Leza Quate, Locum Consultant in Palliative Medicine, NHS Greater Glasgow & Clyde | 25 January 2023 | 17 |
| Total | 63 |

* “A lot of important points to be mindful of while gathering evidence for CESR. Very good examples, very helpful”
* “Very professionally conducted. Great effort”

**SAS Scotland Training Needs Analysis survey 2022**

The SAS Programme Development team continues to arrange learning and training events tailored to the training needs and interests of the Scottish SAS cohort. We surveyed all Scotland’s SAS Doctors and dentists regards their current qualifications, career aims and training needs in the first 2 months of 2022. We received 214 responses, a 16.5% return rate. 76% respondents indicated they would wish to remain in the SAS grade, noting the potential opportunity for a new Specialist grade in the future.

13% of this cohort reported that they are already on the Specialist register; 20% indicated they are actively pursuing CESR, with a further 23% undecided. This is a highly qualified group with a wide variety of post-graduate qualifications; 44.4 % reporting specialty membership exams and 31.8% holding a postgraduate certificate or diploma in their specialty specific discipline. A further 10.7% hold an MSc or PhD, 7% have an MD, and just over 19% hold other relevant qualifications.

Our selection of topics and sessions offered throughout 2022-23 represented one part of our response to the Scotland-wide [SAS Training Needs Analysis survey](https://www.scotlanddeanery.nhs.scot/media/721992/training-needs-analysis-survey-2022-report.pdf). This survey, along with the continuous feedback we gather from delegates after each event, has proved a crucial indicator of what areas of learning to prioritise, with our follow-up to continue into the years to come.

FORMAL TRAINING/ MEETINGS DELIVERED BY THE SAS DEVELOPMENT PROGRAMME

**Education Adviser-led local events**

In 2022-23, we hosted local SAS educational events on behalf of six Health Boards; for ease of accessibility, shorter events were offered online, whereas later in the year we moved to run half-day or full-day events in-person to enable opportunities for peer networking.

A total of 148 SAS delegates attended the local events, with interactive sessions covering topics such as end of life care, extended roles, wellbeing and peer support, raising concerns, and job planning.

Our aim is to continue to host local events in-person, offering SAS doctors and dentists across Scotland opportunities for learning, support, and networking.

|  |  |  |
| --- | --- | --- |
| **Health Board** | **Date** | **Attendees** |
| NHS Fife | 24 June 2022 (online)7 November 2022 (online)10 March 2023 (in-person) | 20 total |
| NHS Forth Valley | 6 October 2022 (in-person) | 12 |
| NHS Greater Glasgow & Clyde and Golden Jubilee | 12 May 2022 (online)18 November 2022 (online) | 58 total |
| NHS Highland | 6 October 2022 (in-person) | 16 |
| NHS Lanarkshire and State Hospital | 29 September 2022 (in-person) | 15 |
| NHS Lothian and NSS | 16 March 2023 (in-person) | 27 |
|  | **TOTAL** | **148** |

Of the 68% of delegates who provided feedback for these events, 100% of attendees reported that they would recommend these events to SAS colleagues.

* “Excellent organisation, topic and speaker selection and delivery!”
* “Really appreciated this in person event and the chance to reconnect and meet new SAS colleagues. It was well organised and made me think about aspects hadn't previously thought about before. Also good to meet SAS Adviser in person and look forward to following up on some discussions.”
* “It's great to finally put some faces to our SAS colleagues and speak about topics that have an impact on our work, our job plans and appraisal processes.”
* “Really interactive and excellent afternoon. Good range of speakers”

**SAS National webinars & workshops**

A diverse series of small group workshops was organised by the SAS Development Programme to address topical matters for SAS doctors and dentists, with a particular focus on understanding and addressing challenges to effective service delivery and the promotion of civility and wellbeing in the workplace.

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| --- | --- | --- |
| **SAS National Webinars & Workshops** | **Date**  | **Attendees** |
| Undermining & Bullying of SAS Doctors workshop | 1 September 2022 | 14 |
| Understanding Workplace Bullying & Introduction to Coping with Workplace Conflict learning day | 25 October 2022 | 12 |
| SAS Human Factors in Healthcare workshop  | 24 March 2023 | 22 |
| SAS GMC (General Medical Council) Professionalism workshop | 8 & 9 June 2022 | 18 |
| SAS GMC Decision-making and consent guidance  | 22 September 202215 November 20227 February 2023 | 181624 |
| SAS GMC CESR workshop | 25 November 2022 | 54 |
| **TOTAL ATTENDANCE** | **178** |

‘**Undermining &** **Bullying of SAS Doctors’** was an online interactive workshop where, under the guidance of an expert facilitator, participants were supported to openly discuss their experiences of undermining, bullying, and harassment in the workplace and explore practical strategies to take back to their workplaces.

* “Digestible, useful, positive stance”
* “Very approachable and good delivery”

‘**Understanding Workplace Bullying & Introduction to Coping with Workplace Conflict’** was a two-part online learning day offered to address both workplace bullying and addressing other types of interpersonal conflict which could similarly negatively impact the operation of services and wellbeing of staff. As above, this was offered as an interactive session led by an expert facilitator, with opportunities for small group discussion.

* “Provides a good understanding of the difference between bullying, harassment and victimisation and breakout groups to discuss different scenarios”
* “Well delivered session with good knowledge of the topic and its relevance”

**‘SAS Human Factors in Healthcare’** wasan online interactive workshop designed to help participants identify common human factors/non-technical issues that affect staff in healthcare settings and understand how they may impact on delivery of safe, effective, and high-quality healthcare. The session also covered steps that participants could take to mitigate for adverse events and errors, particularly during periods of potential high risk.

* “This was genuinely one of the best courses I've ever done […] It covered so much that I have been struggling with in my own work - assertiveness, managing emotions, situational awareness and being fixated on things, that have affected my practice. I feel there is a lot for me to take away from this to hopefully change my own practice for the better.”
* “I thoroughly enjoyed the workshop. Simon was an excellent presenter and clearly very experienced/knowledgeable with the subject matter. The breakout rooms were an excellent tool for promoting deep/reflective thinking and group discussion on the topics discussed.”

**‘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”
* “[…] GMC representative came across as caring, empathetic, understanding”

**‘GMC Decision-making and consent guidance’** looked at how GMC guidance could support SAS in conversations with patients, empowering them to confidently work towards shared decision-making with patients and ensure that they are appropriately informed enough to give consent. This session was led by Dan Wynn & Gillian Currie, Liaison Advisers at GMC Scotland, and Rachel Ball, GMC Regional Liaison Adviser for Yorkshire & Humber.

* “Reassuring and informative”
* “Friendly and welcoming […] Excellent facilitators/ presenters”

**‘GMC CESR workshop’** was an online session led by Jessica Betts, Specialist Applications Adviser with the GMC, specifically for SAS doctors seeking to attain CESR. The workshop featured a presentation on the CESR application system and requirements, followed by a Q&A opportunity for individual delegates to ask about their own specific circumstances.

* “Very good, practical information and advice regarding the process of application for CESR”
* “Q&A session was absolutely brilliant! It gave me an understanding as to current SAS doctors' concerns pertaining to CESR process. Jessica did a marvellous job in answering all questions and so patiently too!”

**SAS Psychiatric Emergency Simulation (PES) training day**

In March 2023, the SAS Development Programme, in conjunction with NHS Lanarkshire, ran a 1-day in-person pilot simulation course for SAS psychiatrists. This was designed to enable delegates to gain experience and confidence in dealing with various psychiatric emergency scenarios. The training took place in Kirklands Hospital, Bothwell, with 5 SAS psychiatrists attending. As outlined in the charts below, participant feedback indicated a marked improvement in confidence and readiness to deal with these challenging situations.

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 psychiatric simulation training.

**Leadership and Management (****LaMP) workshops**

Our Training Needs Analysis survey demonstrated the need for NES to offer access to Leadership and Management training. Our NES colleagues in the Faculty Development Alliance offered their non-trainee Leadership & Management Programme workshops online over 2022-23, which has reduced the capacity of each session. These workshops were also open to non-SAS, therefore only 10 SAS doctors and dentists were able to access places on these workshops, supported via the Development Fund. To address the ongoing demand for this training, we plan to offer some in-person LaMP training workshops in the next year, thus enabling a higher number of attendees per session.

|  |  |
| --- | --- |
| **LaMP non-trainee workshop date** | **Sponsored SAS delegates attending** |
| 14th April 2022 | 1 |
| 29th April 2022 | 2 |
| 24th May 2022 | 3 |
| 30th March 2023 | 4 |
| Total | 10 |

87.5% of SAS felt it has changed their practice since attending the course.

* “I felt more oriented about leadership and management”
* “I am more aware of how I interact and encourage people”
* “Helped guide my role in enabling local service changes”
* “I am evolving my leadership roles as a newly appointed consultant.”
* “….has changed how to lead teams and supervise them in running projects ultimately improving patient outcome”
* At the time I attended the course I was working as Speciality Dr …… I am currently working as Locum Consultant Psychiatrist within this unit. I have transitioned from a more or less pure clinical role to managing staff conflict, staff burnout, challenging and complex cases in which professional views were split and in which there was conflict about what best ways of dealing with the case while respecting and supporting the team as a whole.

**Clinical Research Methodology course**

In March 2023, the SAS Development Programme supported 17 SAS to attend a Clinical Research Methodology course with the University of Edinburgh, which offered an up-to-the-minute overview of methods and frameworks required to perform clinical research. This training is essential for those undertaking CESR.

* “Focussed and practical tips for clinicians from non-research backgrounds”
* “I really appreciate the funding for this course and feel I gained a lot from it in terms of making contacts and in the skills and knowledge gained”

**Other short courses**

We have supported further training to develop the skills required for SAS taking up new roles, as well as upskilling SAS to develop their skillset for improved patient care:

* Seven SAS were supported towards completion of a Train the Clinical Trainer course, gaining skills to help them to pass on their knowledge and expertise to Scotland’s future doctors and dentists.
* Two SAS were funded to undertake an online course in leadership & development, tailored for SAS grades, with Keele University.
* Four SAS dentists were supported to undertake a specialised NES Dental course in treating Adults with Incapacity, ensuring safe and appropriate dental care for patients with limited capacity for decision-making due to psychological disorder or inability to communicate.
* Other short training courses supported in this period included Managing Medical and Obstetric Emergencies & Trauma, Educational and Clinical Supervisor courses, Dental Cone Beam CT training, and Conscious Sedation for Dentists.

**Scottish National SAS Conference**

The 6th Scottish National SAS Conference took place as a virtual half-day event on 17th June 2022. The programme featured a varied group of expert speakers presenting on topical sessions: Prof Peter Brennan on Understanding Human Factors, Prof Michael West on Compassionate Leadership, and Prof John Sturrock QC on Dealing with Difficult Situations in the Workplace. The event was attended by 176 delegates.

Feedback was overwhelmingly positive, with all sessions scoring an average rating above 4 out of 5 (with 5 being the best score).

* “All excellent speakers with clear huge knowledge in the topics/subject matter they were presenting on. Thoroughly enjoyed all the talks […] Got some interesting pearls of wisdom that I will be reflecting on in my Soar appraisal learning events, so thank you to whole NES SAS Team and our distinguished speakers.”
* “I thought they were all excellent speakers and really provided lots of food for thought.”
* “All very good, clear, concise presentations. Great speakers with obvious knowledge and valuable insights.”

**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, our training calendar, quality improvement and information about the SAS Development Fund. These pages were visited a total of **1,913** times in 2022-23.

**Total expenditure for Financial Year 2022-23: £488,712**

29 individual SAS doctors and dentists were supported by their local SAS Education Advisers to successfully apply for funding for bespoke training and development, as well as 6 SAS who were approved for funding to continue previously approved university studies into their next academic year.

Details of the applications made in 2022-23 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 consists of feedback obtained for applications from 2021-22.

**Feedback from Clinical Directors & Leads, 2021-22**

We received feedback from 43% 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, 100% indicating increased levels of confidence of the SAS, 100% increase in level of knowledge, 92% increased level of skills and 75% with increased level of experience.

However, the free text comments reflect additional benefits, including:

* “This experience has led to Dr X being closer to CESR and we have been able to appoint her to the role of locum consultant”
* “Dr Y has now taken a locum consultant post (while awaiting CESR result) in an underserved area, which has improved care for patients in this area”

**How has this development benefitted clinical service delivery?**

67% of teams reported improvements in person-centred care, 58% in safe care, and 75% in integrated care.

33% of teams indicated that the learning has enabled additional clinical procedures. From a development point of view, 75% have improved service delivery with leadership/management tasks, and 100% have enabled better teaching, training, or supervision of others, demonstrating that the experience and knowledge from the training and developing of the SAS doctor/dentist typically goes beyond their performance in their own role to support and educate the entire team.

They also reported:

* “[…] skills from the course will significantly improve services for a long time”
* “Greater knowledge within the department on peri-operative medicine”
* “Involved in in-house medical teaching and increased clinical advice to nursing staff”

**How has this development benefitted patient care?**

83% indicated improvements to the overall patient journey/experience, and 33% indicated there was less need or no need for onward referral to other services

* “Greater knowledge within the department on peri-operative medicine”
* “Increased expertise in the consultant body and knowledge about oncological issues in palliative care.”

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

* “Greater expansion of the SAS role within the service. Greater confidence and ability to take on greater leadership roles within the department”
* “Continue to support colleagues applying for CESR. Funding courses for specialty doctors to enhance skills in palliative care”
* “Ongoing opportunities for SAS doctors to access education which they bring back to the service”
* “Funding is amazing and we have been able to bring all sorts of skills into the department. SAS leadership or additional role courses would be great […]”
* “Funding so that SAS doctors can undertake enhanced development is really important and I think promotes this as a development job and not a static job.”

**Feedback from Applicants, 2022-23**

**Purposes of the development activity**



Following their training, 100% of the SAS applicants providing feedback indicated that their development activity had improved their own practice and contributed to their PDP, and would recommend the activity to others.

95% reported improved quality of patient care; 60% indicated that this funding has contributed towards the development of new initiatives at work, such as quality improvement auditing, teaching, and training, regular staff discussions, networking, and improved preassessment procedures.

For several of the SAS supported through the Development Programme, it has enabled career development, including obtaining an educational role in one case, and helping towards achieving CESR, and thereafter to a Consultant or Locum Consultant post in five cases.

The applicants whose development activities contributed towards their CESR applications indicated:

* [From an applicant who has since achieved CESR:] “I found the advice and funding very helpful and, having supported CESR applicants from other parts of the UK, I really value how 'joined up' the response is in Scotland.”
* “Without the SAS Development Fund I just would not have been able to gain the extra training required for CESR, unless I left my substantive SAS post and went to work elsewhere […] The experience of applying for top-up training has been straightforward and I have found it a very positive experience.”

**Please specify which aspects of the development activity were most valuable to you *[free text responses summarised by theme]***

**The SAS Programme in 2023-24 and beyond**

The SAS Programme continues to adapt to ensure 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.

**Applicant feedback comments:**

* “Please continue to provide this fund - it offers invaluable career development opportunities to clinicians from diverse backgrounds and experience.”
* “I have found the fund very accessible, well promoted by NES and also my local SAS education adviser.”
* “I found the Anaesthetic secondment to be extremely beneficial, both in terms of clinical competency and also professional satisfaction. Many thanks to the SAS fund.”
* “I could not have done this without the fund and all the support you have all provided along the way. It has not just provided me with a new skill (furthering our local service) but sharpened my anatomy knowledge and general clinical skills. I look forward to my continued use in practice and further developing.”

**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.

**2022-23 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 | 2 | 2 | 1 | 1 | 3 | 3 |
| NHS Borders | 1 | 1 | 0 | 0 | 1 | 1 |
| NHS Dumfries & Galloway | 2 | 2 | 1 | 1 | 3 | 3 |
| NHS Fife | 3 | 3 | 2 | 2 | 5 | 5 |
| NHS Forth Valley | 3 | 3 | 1 | 1 | 4 | 4 |
| NHS Grampian | 0 | 0 | 1 | 1 | 1 | 1 |
| NHS Greater Glasgow & Clyde  | 0 | 0 | 0 | 0 | 1 | 1 |
| NHS Highland  | 2 | 2 | 0 | 0 | 2 | 2 |
| NHS Lanarkshire  | 4 | 4 | 0 | 0 | 4 | 4 |
| NHS Lothian  | 10 | 10 | 0 | 0 | 10 | 10 |
| NHS Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| NHS Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| NHS Tayside | 2 | 2 | 0 | 0 | 2 | 2 |
| NHS Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Golden Jubilee National Hospital | 0 | 0 | 0 | 0 | 0 | 0 |
| NSS | 0 | 0 | 0 | 0 | 0 | 0 |
| State Hospital (Carstairs) | 0 | 0 | 0 | 0 | 0 | 0 |
| **Total number of applications** | **29** | **29** | **6** | **6** | **35** | **35** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 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 | 6 | 6 | 6 | 6 | 12 | 12 |
| Training course | 15 | 15 | 0 | 0 | 15 | 15 |
| Top up training for CESR purposes | 4 | 4 | 0 | 0 | 4 | 4 |
| Top up training for CESR purposes & course | 1 | 1 | 0 | 0 | 1 | 1 |
| Secondment for additional experience (Non CESR) | 2 | 2 | 0 | 0 | 2 | 2 |
| Secondment for additional experience (Non CESR) & qualification | 1 | 1 | 0 | 0 | 1 | 1 |
| **Total number of applications** | **29** | **29** | **6** | **6** | **35** | **35** |

**Summary of SAS Development Programme, 2022-23**

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**.

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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