

Summary of SAS Development Programme, April 2024 - March 2025

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 the Portfolio Pathway to Specialist Registration (replacing the CESR process from November 2023). In addition, funding supports 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. Specialist, Associate Specialist and Specialty 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 2024-25, 38% 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

The SAS Development Programme is part of NES’s Medical Professional Development workstream. The SAS Programme Board meets quarterly 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.

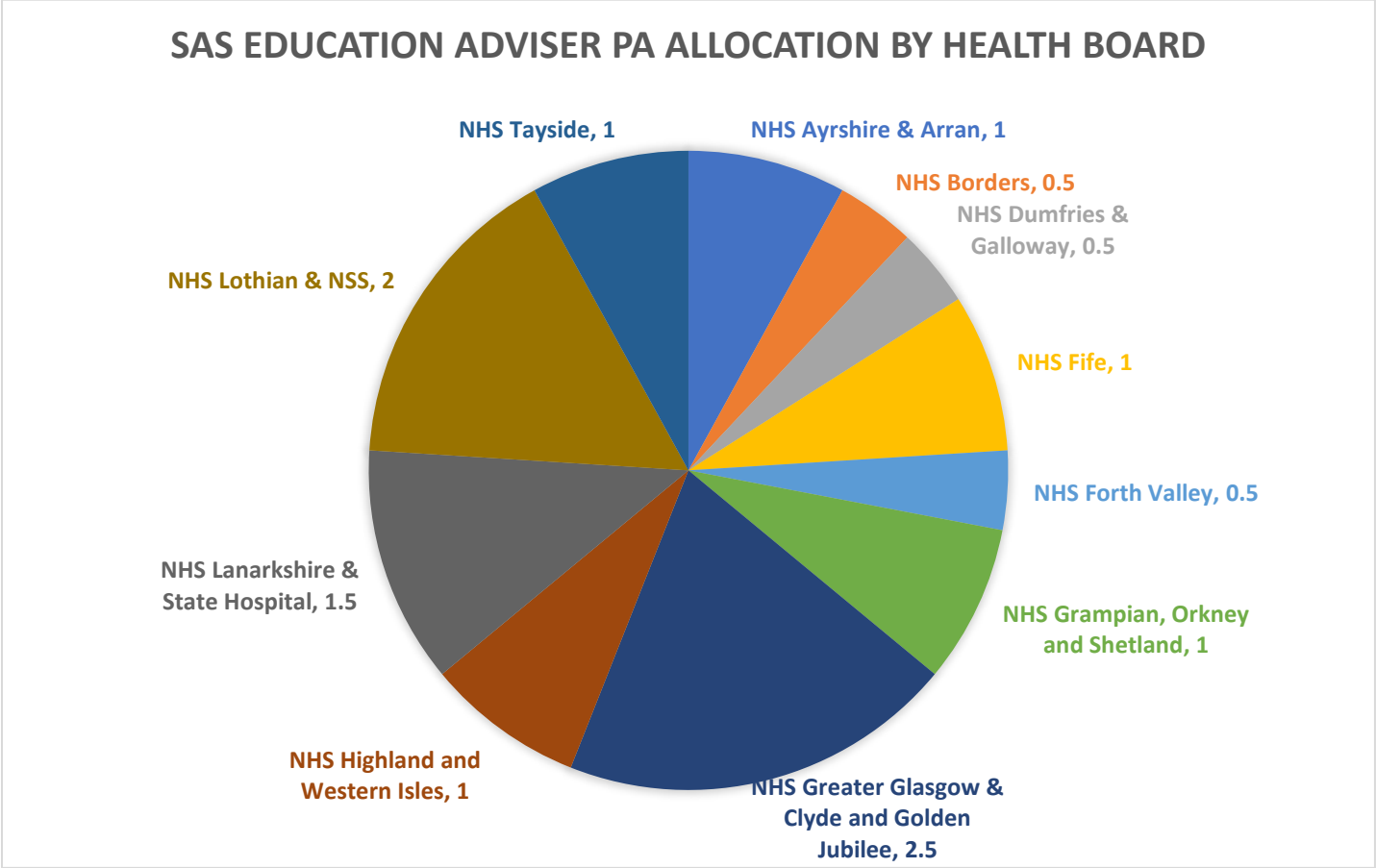
Administrative support for the team’s work is provided by Phil Smith, Senior SAS Programme Officer, and Julie Aveling, SAS Programme Officer.

*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 Tayside, with mentorship and peer support provided.

The table below represents the SAS Education Advisers (EAs) 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

continue to be adjusted going forward, according to the agreed set criteria, as the numbers of SAS grades in some Health Boards change over time.



The SAS EA team held Development Days in the NES Edinburgh offices in April and November 2024. EAs used the time at these days for reflection and updates on the progress of the Programme in their respective regions, as well as discussing planning for specific upcoming projects such as our next Training Needs Analysis survey, support for neurodiverse doctors and dentists, Quality Improvement, and SAS conference planning.

**Collaborations**

The SAS Associate Postgraduate Dean (SAS APGD) represents the SAS group in NES, as well as Scotland in COPSAS, the SAS subgroup of the Conference of Postgraduate Medical Deans (COPMeD). Scotland’s SAS APGD has been serving as Lead Associate Dean SAS for COPMeD since January 2024.

The SAS APGD, as SAS lead for Royal College of Physicians and Surgeons of Glasgow and part of the Academy of Medical Royal Colleges (AoMRC) SAS committee continues to work together with national groups, ensuring Scotland’s SAS remain central to any wider discussions.

**The SAS workforce in Scotland**

The GMC “[The state of medical education and practice in the UK: workplace experiences 2024](#)” report stated that “Professional development opportunities for all doctors will help retention and patient care” and that “Welcoming doctors to the workforce is vital, as is retaining those we have”. Scotland’s 1,300 SAS Doctors and Dentists deliver high

quality care to patients across Scotland, and it is vital that their contributions to the workforce are valued, with opportunities to develop in the grade.

The SAS Education Advisers (EAs) support the induction of all newly appointed Specialty Doctors and Dentists, and Specialists. Some are International Medical Graduates, new to Scotland, others are new to the grade, new to their specialty, or stepped off a training pathway; others bringing significant clinical experience to their new post including some who may already be on the Specialist Register. All SAS need to feel valued in their teams, in their boards and part of Scotland's NHS.

The NES SAS Development Programme and its team of SAS EAs aims to continue to support this group throughout their SAS careers, recognising the need for continual professional development; SAS bring a wide spectrum of experience to their roles, and as such have differing learning and training needs, as well as varying career aims.

SAS in Scotland are offered opportunities to acquire skills and knowledge, enabling them to develop in their current Specialty Doctor or Dentist role; to develop specialist competencies, and thus help improve patient care; experienced SAS may wish to develop further and meet the key criteria to progress to the new 'Specialist' grade, practicing autonomously; others to develop their Leadership skills and become leads in their clinical teams, develop educational roles, and take on national roles; and others may wish to gain further training and competencies and achieve Specialist Registration through the Portfolio Pathway.

As Specialty Doctors and Dentists continue to develop their skills, with the opportunity to progress to newly created Specialist posts, this upskilling will result in improved clinical skills, knowledge, teaching and ultimately to improved patient care. By valuing and therefore retaining this group of experienced clinicians in Scotland, this will help Scotland to deliver high quality patient care.

### **CESR / Portfolio Pathway Peer Support & Mentoring Network**

In November 2023, the GMC CESR process changed to the new Portfolio Pathway to Specialist Registration. SAS who wish to undertake this route to Specialist Registration will need to demonstrate that they meet the GMC requirements in their Specialty and have the knowledge, skills and experience of a day one Consultant starting in post, thus meeting the same exacting standards as that of a Trainee at the end of their training programme. SAS will need to be supported by senior clinicians as they undertake this pathway, and many continue to require ongoing training.

Since 2021, the SAS Programme has offered a Portfolio Pathway/CESR Peer Support & Mentoring network on Microsoft Teams as a virtual space for SAS-grade doctors across Scotland who are interested in applying for Specialist Registration, where they can source help and support from others going through the same process, supported by mentors who have already achieved Specialist Registration in their specialties by these routes.

The group now has over 180 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. These presentations are also recorded and available to download later, acting as a valuable resource for our SAS group.

<b>Portfolio Pathway/CESR Peer Support Network talks</b>	<b>Date</b>
Achieving CESR in General Surgery – Mr Ahmed Sherif	25 <sup>th</sup> September 2024
Achieving CESR in Geriatric Medicine – Dr Rachel Hawksworth	15 <sup>th</sup> November 2024
Achieving CESR in Ophthalmology – Mr Jayakrishnan Nair	13 <sup>th</sup> January 2025

## FORMAL TRAINING / MEETINGS DELIVERED BY THE SAS DEVELOPMENT PROGRAMME

### Education Adviser-led local events

In 2024-25, we hosted local SAS educational events on behalf of seven 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 165 SAS delegates attended the local events, with interactive sessions covering topics such as appraisal, good practice for acting on complaints and concerns, and getting involved in Quality Improvement.

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 Ayrshire & Arran	11 October 2024 (online)	12
NHS Borders	30 May 2025 (in-person)	8
	12 March 2025 (in-person)	10
NHS Dumfries & Galloway	22 April 2024 (in-person)	11
	8 November 2024 (in-person)	7
NHS Fife	17 May 2025 (hybrid)	21
NHS Greater Glasgow & Clyde and Golden Jubilee	10 May 2024 (in-person)	21
	13 December 2024 (online)	46
NHS Highland	29 April 2024	14
NHS Lanarkshire and State Hospital	28 March 2025	15
	<b>TOTAL</b>	<b>165</b>

Of the 50% of delegates who provided feedback for these events, 96% of attendees reported that they would recommend these events to SAS colleagues.

- “I found it supportive to link up with colleagues in other specialties and find they struggle with some of the same difficulties.”
- “Great to have insight into other specialties in Fife - SAS doctors have a diverse range of skills and future proofing services will be a focus for management to ensure continuity of care on retirements/illness.”
- “Thanks for organising and giving SAS doctors a focus, and relieving some of the isolation felt in working in small subspecialty areas.”
- “Well-run meeting in an excellent venue with a good programme of speakers. Good discussions and conversations arising from presentations.”
- “It was a great platform to share and hear experiences of SAS doctors working in NHS Ayrshire & Arran, as well as providing me the opportunity to discuss barriers to wellbeing and career progression and ways to mitigate these.”

## 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 leadership, effective communication, and how to appropriately respond to professional concerns and obstacles.

Event	Date	Attendees
Communications Challenges workshop (face to face - Edinburgh)	10 <sup>th</sup> October 2024	13
GMC-led Specialist Registration online workshop	26 <sup>th</sup> April 2024 21 <sup>st</sup> November 2024	47 54
GMC Decision Making, Consent, and Good Medical Practice online workshop	20 <sup>th</sup> September 2024 13 <sup>th</sup> March 2025	28 30
GMC Professionalism online workshop	13 <sup>th</sup> -14 <sup>th</sup> February 2025	24
Human Factors online workshop	24 <sup>th</sup> June 2024	24
Understanding Bullying & Workplace Conflict learning day	28 <sup>th</sup> June 2024 30 <sup>th</sup> January 2025 14 <sup>th</sup> March 2025	16 23 19
8 <sup>th</sup> Scottish SAS Conference (online)	21 <sup>st</sup> March 2025	271
		<b>Total: 549</b>

**‘Communications Challenges’** is an immersive and interactive workshop, facilitated by NHS Lothian’s Effective Communication for Healthcare (EC4H) team. Participants undertake guided simulation roleplay scenarios to develop the skills and confidence to have better conversations in challenging circumstances.

- “The interactive style of teaching was really useful and it allowed everyone to put forward ideas and views without feeling pressured or singled out.”
- “I am more aware of the underlying dynamics in an interaction that isn't going well and I intend to use the techniques suggested to pause and reflect and try to change the course to a more positive interaction.”

**‘Understanding Bullying & Workplace Conflict’** was a full-day interactive workshop where expert facilitators guided participants on understanding and addressing issues of bullying, harassment and interpersonal conflict in a healthcare context.

- “[...] really felt like a safe and balanced place to discuss this sensitive topic. Excellent and clear delivery of truly practical information that will make a difference in real situations”
- “Very effective, great discussion and good ideas as how to approach these very difficult situations”
- “I liked that it was professional but friendly and felt relatively informal, I felt comfortable speaking up”

**‘SAS Human Factors in Healthcare’** was an 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.

- “I found this to be an informative and reflective day [...] [The facilitator] creates a safe space for discussion of difficult topics. The sessions were interesting and inspiring. I no longer feel alone, and am now aware that a lot of the problems we face are experienced universally by doctors. A supportive course”
- “Very nicely paced workshop, good engagement, good balance without overuse of breakout rooms”

**‘GMC Professionalism’**, led by Kirsten Baird & Christina McNiven, 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.

- “Having the opportunity to interact with and to directly hear from GMC colleagues was very interesting and useful. Food for thought in abundance”
- “Reinforces importance of leadership and challenging poor behaviours”

**‘GMC Decision-making, Consent, and Good Medical Practice’**, also led by Kirsten Baird and Christina McNiven, 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.

- “Good interactive discussion without being stuck in breakout rooms where nobody talks[...] well-prepared, good content”
- “Facilitators clearly had expertise in the area”
- “This session was a great overview of the GMC guidance. I was pleased to see a lot of what I do in consultations aligns with the guidance”

**‘GMC Portfolio Pathway workshop’** were two online sessions, respectively led by Jessica Betts and Steven Osbourne, Specialist Applications Team Co-ordinators with the GMC, specifically for SAS doctors seeking to attain Specialist Registration. The workshops featured a presentation on the new Portfolio Pathway application system (replacing CESR) and the latest requirements, followed by a Q&A opportunity for individual delegates to ask about their own specific circumstances.

- “Excellent and lucid presentation by Jessica. Queries of participants addressed appropriately. Listening to various issues and questions of participants regarding portfolio application was valuable”
- “Great overview of the CESR system and then the breakout room was very helpful as focussed on our specialty. Great to be directed to link on GMC website for new requirements. Very helpful workshop”

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

The SAS Development Programme continued its efforts to support SAS access to Leadership and Management training. Our NES colleagues in the Trainer Development Collaborative offered their non-trainee Leadership & Management Programme workshops in person and online over 2024-25, maintaining an expanded capacity; as a result, the SAS Development Programme were able to support 37 SAS doctors and dentists to attend these workshops with our funding.

<b>LaMP non-trainee workshop date</b>	<b>Sponsored SAS delegates attending</b>
29 <sup>th</sup> April 2024 (online)	7
14 <sup>th</sup> May 2024 (online)	3
30 <sup>th</sup> July 2024 (online)	4
15 <sup>th</sup> November 2024 (in person, Larbert)	7
27 <sup>th</sup> November 2024 (online)	3
29 <sup>th</sup> January 2025 (online)	4
7 <sup>th</sup> March 2025 (in person, Larbert)	9
<b>Total</b>	<b>37</b>

82.4% of delegates felt it has changed their practice since attending the course.

- “I have taken leadership in teaching and have acted as local lead for couple of multicentric studies. I also feel more comfortable raising concerns or voice my opinions where I feel the service provision has room for improvement.”
- “It has helped me identify areas for improvement and to be able to act on these”
- “I am more visible with junior doctors and more focused on my self-esteem. I am more proactive with my colleagues, no matter my role”

### **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:

- Nine SAS were supported to undertake a Clinical Research Methodology course with the University of Edinburgh, variously helping them to develop into Quality Improvement and audit roles and/or to fulfil skills required for the Portfolio Pathway.
- Two SAS were supported to undertake the Miad Clinical and Educational Supervisor course, giving them the necessary skills and information to take up these roles.
- Four 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.
- One SAS was funded for Advanced Trauma Life Support training as a curricular requirement for their Portfolio Pathway application.
- Other short training courses supported in this period included High Dependency Unit (HDU) for Medics, Introduction to Simulation, and, for SAS dentists, courses on treating Adults With Incapacity and Cone Beam CT imaging.

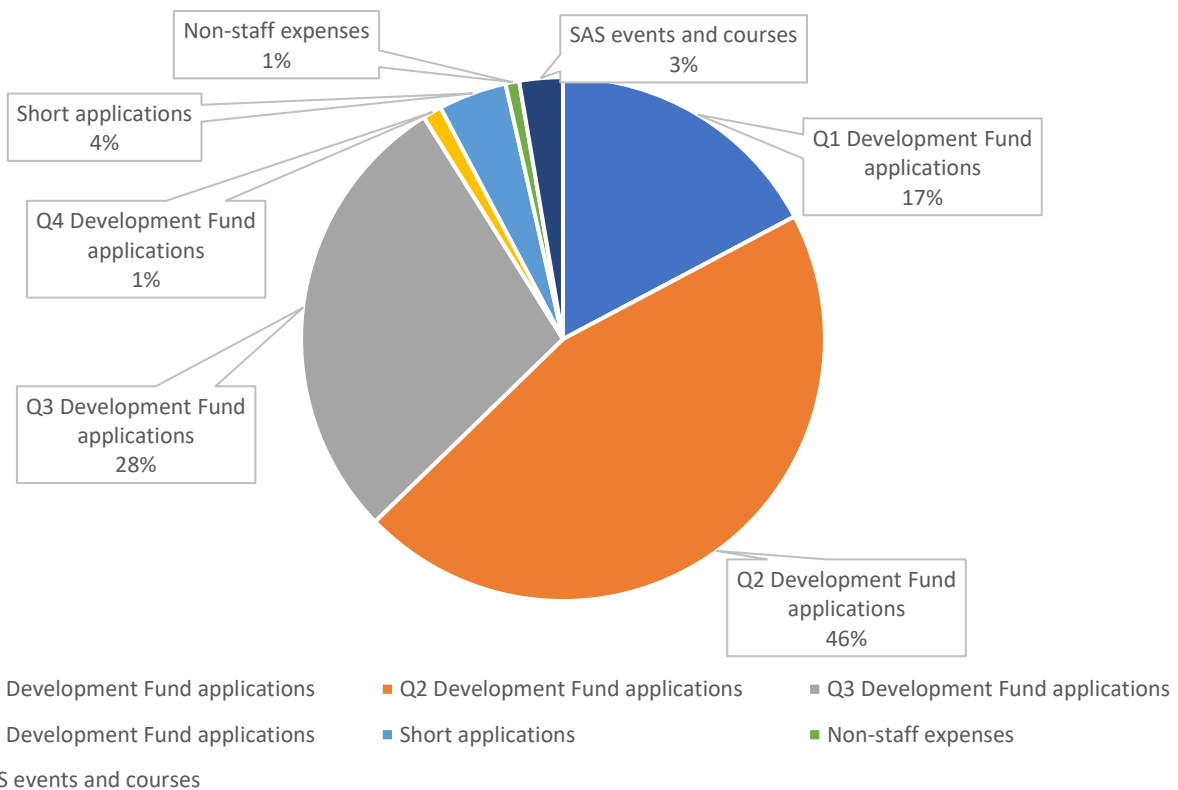
### **8<sup>th</sup> Scottish National SAS Conference**

The 8<sup>th</sup> Scottish National SAS Conference took place as an online half-day conference on 21<sup>st</sup> March 2025. The programme featured a varied group of expert speakers presenting on topical sessions, including Dr Catherine Labinjoh on Realistic Medicine, Dr Mike Farquhar on Sleep and Wellbeing, Scott Anderson on BMA work on SAS issues and the launch of the Specialist grade, and Dr Simon Frazer on Leadership Skills for SAS doctors. With 271 delegates attending, the conference proved to be the SAS Development Programme’s best-attended event to date.

Feedback was overwhelmingly positive, with all sessions scoring an average rating over 4.4 out of 5 (with 5 being the best score).

- “This event was very helpful in getting updated regarding quite interesting topics related to clinical practice and provided a good platform to discuss about the SAS issues and preparing for specialist grade.”
- “A very well-organised conference with timely topics and excellent speakers. Thank you!”
- “All excellent speakers on a wide range of topics and great to see lots of interaction with and between delegates.”
- “Thank you for distilling a wonderful afternoon on a wide range of interesting and relevant topics. Not just for work but for life too!”

### SAS Development Fund non-pay expenditure for FY2024-25



### Total expenditure for Financial Year 2024-25: £258,481

32 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 11 SAS who were approved for funding to continue previously approved university studies into their next academic year, and 1 approved for an extension to a training secondment. The Programme delivered more training courses and local events this financial year, responding to the needs of the SAS group.

Details of the individual SAS applications made in 2024-25 are summarised in Appendix 1.

### SAS Development Fund Impact Assessment

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 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 2023-24.

### Feedback from Clinical Directors & Leads, 2023-24

We received feedback from 68% 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, with 100% of Clinical Directors/Leads indicating increased levels of knowledge, skill, experience and confidence of the SAS. The free text comments reflect additional benefits, including:



- “This was a key step in [the applicant] developing a sub-specialist interest in [Parkinson’s disease]. Our current [Parkinson’s disease] Consultant is likely to retire in the next few years and so this is vital succession planning. [The applicant] has been gained additional clinical experience in preparation.”
- “As [the applicant] progresses in her studies, she is able to support other staff [...] This is leading to outreach work to other services [...] and it is hoped that this will allow us to tailor services to the needs of our local population. She is taking a lead on hospice medical education, freeing up the time of the consultant who previously led on this.”
- “Maintain career development and interest and therefore will encourage her to stay in her current post [...] where her general paediatric skills are essential to maintain the service.”
- “[The applicant] is now managing general MOE admissions with minimal Consultant support. This has freed up Consultant time for other duties. She also provides day-to-day supervision for the resident doctors and NPs, and carries the senior emergency bleep.”

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

67% of teams reported improvements in person-centred care, 81% in safe care, and 57% in general efficiency and productivity. From a development point of view, 71% reported improved service delivery with leadership/management tasks, and 81% 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 often goes beyond their performance in their own role to support and educate the entire team.

They also reported:

- “This has broadened [the applicant]’s practice and understanding. She often takes some of the most complex cases with our team, and she has been able to deliver an even higher quality of clinical service to her patients.”
- “As a result of this funding, [the applicant] successfully achieved her CESR and a subsequent Consultant post. This training has helped her to develop advanced skills in Parkinsons.”
- “[The applicant] has met the objectives set for the qualification and his understanding of teaching principles has been greatly enhanced. We are seeing the benefit of this in the education sessions he is delivering.”

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

76% indicated improvements to the overall patient journey/experience, 52% quicker diagnosis or treatment, and 43% indicated there was less need or no need for onward referral to other services.

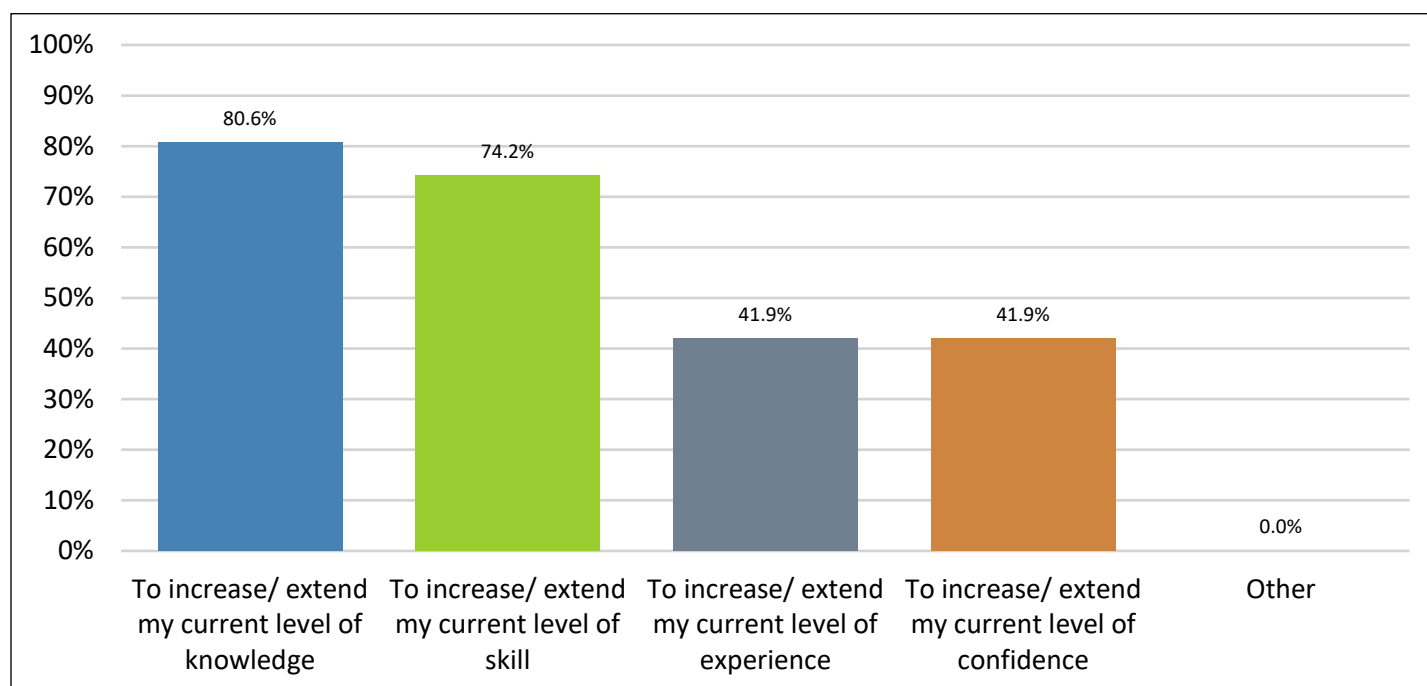
### **In what future ways could enhanced SAS development support local service delivery?**

- “Our service [...] is very dependent on SAS doctors. They play a vital role in supporting our patients and delivering the service here where historically we have struggled to recruit consultants. I am committed to supporting them to work to the top level that they can and would like to, so having this resource to allow them to get additional training and supernumerary time on more acute sites is key to making this happen. Already I have seen huge gains for our department and patients from the increasing confidence and skills that these training opportunities have given to our SAS doctors.”
- “There are so many ways we could better utilise this important staff group. I think the key is fitting the task to the individual so that they develop as well as providing extra service. It is very important for the dept to support the development of special interest.”
- “As our service is very dependent on SAS doctors, I hope that I can continue to work with the SAS development team to access training opportunities and develop their skills. I continue to be very dedicated to getting the most out of our staff and helping every team member to achieve their potential. The enhanced development

SAS funding has been vital to enable this. I would not be able to release staff from such a small team without this.”

## Feedback from Applicants, 2023-24

### 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 96.8% that it had improved their quality of patient care. 100% would recommend their development activity to others.

54.8% indicated that this funding has contributed towards the development of new initiatives at work, with examples including regular cross-specialty meetings, staff education programmes for communication skills, representation on working groups for clinical notation and oral healthcare, and the creation of a women’s health academy.

For several of the SAS supported through the Development Programme, it has enabled career development, particularly in helping towards progressing towards CESR/Portfolio Pathway to Specialist Registration. 38.7% of applicants indicated that their development activity has helped them to apply for a promoted post or other opportunity.

## **The SAS Programme in 2025-26 and beyond**

SAS doctors and dentists are a key part of the workforce in Scotland's NHS. The SAS Programme and the support provided locally to SAS by the team of SAS Education Advisers is valued by SAS in Scotland. The SAS programme continues to enable SAS to develop their skills to improve patient care; it has supported SAS in their learning; developed clinicians as educators and leaders; provided guidance for SAS as they embark on SAS careers and develop in their roles; and provided vital support for the SAS group, including opportunities to interact locally and nationally. These positive outcomes help to demonstrate to SAS that they are valued in Scotland's NHS. It is essential that the SAS Programme continues in supporting this workforce, ultimately helping to improve patient care.

Our work continues to evolve, ensuring that we continue to deliver a SAS Programme which is relevant to the needs of the SAS group, and brings value to Scotland's NHS.

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:**

- "Supporting me to be hugely more skilled and knowledgeable in practice as an educator and leader, giving me skills and accreditation I otherwise would not have gained. In my clinical role, there are very few avenues for progression (if any) ahead of me, and [this course] is opening whole other paths and opportunities up for me."
- "Wealth of knowledge across more fields including toxicology and aspects of forensics that patients often ask about. Facilitates patient decision making and confidence within the system"
- "I believe that my communication skills have improved, which is essential in palliative care. I feel more confident in dealing with difficult ethical scenarios and communicating a balanced viewpoint to my patients."

### **Applicant feedback comments on CESR:**

- "Without the SAS funding I would not have been able to complete many of the courses and learning opportunities that I have needed for CESR. Put simply, without the SAS fund I could not have applied for CESR."
- "It has been instrumental. There is no way I would be able to CESR without the support of the SAS fund - I could not have got the breadth and depth of curriculum and experience needed without it."
- "I could not have got to the point I am now without the support, guidance and mentorship of the SAS team. Whether or not I am successful in my application remains to be seen but everything I have learnt and the progress I have made I am incredibly proud of and a lot of this is thanks to you."

### **Comments on SAS Education Adviser support during the application process:**

- "Not only [gave] me practical advice and support but[...] also acted as a mentor to guide me and give me confidence to pursue"
- "[...]guided me through the process and advised me that this was an option - prior to this I was not aware NES could even help fund this"
- "[...]unbelievably helpful during the application process, advising me on presenting my case and drawing out what would be the benefits to my patients."

## Appendix 1: Applications to the Fund

We collected data on applications and awards to the Development Fund by the following characteristics: 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.

### 2024-25 SAS Development Fund applications

Applicant Health Board	New applications submitted	New applications approved	Repeat applications submitted	Repeat applications approved	Overall total applications submitted	Overall applications approved
NHS Ayrshire & Arran	2	2	1	1	3	3
NHS Borders	0	0	2	2	2	2
NHS Dumfries & Galloway	1	1	0	0	1	1
NHS Fife	3	3	1	1	4	4
NHS Forth Valley	4	4	1	1	5	5
NHS Grampian	3	2	0	0	3	2
NHS Greater Glasgow & Clyde	5	3	2	2	7	5
NHS Highland	2	2	0	0	2	2
NHS Lanarkshire	3	3	1	1	4	4
NHS Lothian	11	11	3	3	14	14
NHS Tayside	1	1	1	1	2	2
<b>Grand Total</b>	<b>35</b>	<b>32</b>	<b>12</b>	<b>12</b>	<b>47</b>	<b>44</b>

Application Activity Type	New applications submitted	New applications approved	Repeat applications submitted	Repeat applications approved	Overall total applications submitted	Overall applications approved
Non-Portfolio training secondment	1	1	2	2	3	3
Portfolio-related training secondment	4	4	1	1	5	5
Qualification	18	16	9	9	27	25
Training course	12	11	0	0	12	11
<b>Grand Total</b>	<b>35</b>	<b>32</b>	<b>12</b>	<b>12</b>	<b>47</b>	<b>44</b>

## Summary of SAS Development Programme, 2024-25

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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