

SAS Newsletter

June 2025



A message from the Associate Postgraduate Dean for SAS & LEDs

It is human nature to fear change although change is part and parcel of our professional lives. Lately there has been a change to the support infrastructure provided to SAS & LEDs by NHSE East of England. We have appointed separate TPDs for SAS & LEDs who will focus on the needs of their individual groups. This is a very positive change which will improve the developmental opportunities for the 3500 SAS & LEDs in the region.

The Annual Regional SAS Survey 2025 provided an overview of the issues faced in East of England. Results of the survey have been circulated to SAS Tutors and Medical Education Managers in the region. Sharing the results widely with the DMEs and the Trust senior leadership is essential to help find solutions to the difficulties faced by this group.

In summary the survey highlights difficulties faced by the SAS with career progression, poor support by their Trusts and challenges around working conditions. Significant number of SAS doctors are planning to get on to the specialist register via Portfolio Pathway or progress to Specialist posts. They wish to have more direction, support, and opportunities to acquire skills to fulfil the requirements. Recognition of SAS work and their contribution to the NHS is not widely recognised. Undermining, harassment, and bullying is still affecting SAS, and the figures remain unchanged as compared to previous years.

The NHSE EOE educational programme for 2025-26 covers most of the areas highlighted in the survey. This year we have invested in Next Step, Leadership and Management Fellows Programme which provides outstanding leadership training for doctors working in NHS. Previously this was only open to resident doctors but this year 10 places have been secured for SAS doctors. "Train the Trainer" Programme is another new initiative which will offer 160 places within this financial year for both SAS & LEDs. Details regarding these programmes and the application processes are already being circulated via Medical Education Managers and the SAS/LED Tutor network.

Another important trend in the 2025 survey is that SAS wish to have support locally within their local Trust and educational networks. They are reluctant to approach individual or networks outside their organisations. It has been recommended that every Trust in East of England should develop a Trust Operational Group (TOG). The group can include SAS & LED Tutors, SAS Advocates, SAS/LED Trust Mentorship Lead, Portfolio Pathway Leads along with LNC Representatives. This will not only provide a powerful platform for SAS & LED, but also the leadership opportunities they require for career progression. Trusts should provide support to members of this group by allocating time in their job plans. These local leaders will improve working lives of a large section of NHS medical workforce which will translate into better patient care.

Prof Shahid A Khan

Associate Postgraduate Dean, NHSE – East of England

News and Updates

- The budget planners for trust activity for 2025- 2026 have been distributed to all Trusts in the region. Please can we ensure that the educational programmes have been organised, and the budget planners are fully completed and returned to england.sas.eoe@nhs.net no later than 10am on Monday the 9th of June. Any planners returned after this date may not be considered.
- Individual Development Requests are open for applications and all information can be found [here](#). If you would like to apply for Individual Development funding, please complete the form found on the webpage and return it to england.sas.eoe@nhs.net. Please ensure that you follow all guidance found on the first two pages of the form.
- The 2024-2025 Regional Development programme was able to support the training needs of over 300 doctors, covering topics from “*Taking Control of Your Career*” to “*Legal Pitfalls of Medical Law*”. Please keep an eye on the NHS England [website](#), as this year’s development programme is being assembled and should be announced in the coming months.
- Over the past 6 months, 14 SAS Doctors from across the east of England have been taking part in the Quality Improvement ‘in action’ Programme. This programme utilises an initial workshop, handout pack of tools/resources and a combination of action learning sets and individual online/telephone coaching to enable to delegate to identify a QI project and then take it through a series of clearly defined steps to the point of delivering a business case to their trust. The programme concluded with a celebration event which took place on the 8th of May. We would like to extend our thanks to all those who attended, and we look forward to running this programme again. It was wonderful hearing the positive impact on participants and the incredible ideas that were being generated.



Development Opportunities



Next Step Programme

- The 2024-2025 Leadership Programme run in partnership with Miad Healthcare, generated such a large amount of interest that we had to double the number of cohorts run. The feedback received was overwhelmingly positive and we intend to run a number of cohorts in the coming year. Once agreed, the dates will be made available on the website and emails will be distributed to advise of the application process. While these arrangements are being made, 10 spaces are being offered to SAS doctors for the Next Step programme, which provides outstanding leadership training for doctors working within the NHS. Please follow this link for full details - [Next Step Programme](#)

Train The Trainer

- We are pleased to announce that from August 2025 the east of England SAS Doctors and Locally Employed Doctors will be able to access the Train a Trainer course. This course is aimed at EoE Foundation Doctors, SAS Doctors and Locally Employed Doctors to help develop their skills as a trainer and learner in many various capacities. The course is UKFPO approved, and we thank the Severn Deanery who have provided us with their course slides. Dates for 2025/2026 have been released, however registration will open on 6th August 2025. More details about course, including dates can be found here <https://heeoee.hee.nhs.uk/foundation/training-programme/hub-events>.

Enhanced Induction

- The EoE region runs a virtual full day of 'Enhanced Induction' for all doctors and dentists new to the region. This includes both non-trainee and trainee doctors. The aim of the induction is to provide a consistent and effective introduction to the NHS in the region for our international medical (IMGs) and dental graduates no matter which specialty or trust. The programme includes a fairly detailed session delivered by the GMC about professional standards and expectations. This is followed by sessions on electronic portfolios, reflective practice, tips on navigating through culture and communication, a session on a sensitive topic titled 'when times get tough' if experiencing discrimination, and finally the day finishes with interactive sessions with trainers and trainee IMGs to answer queries pertaining to specific sub-specialties. More details about Enhance Induction, including dates can be found here <https://heeoee.hee.nhs.uk/differential-attainment-equity-diversity-and-inclusivity/welcome-board/enhanced-induction>. There are also dedicated website pages on how to support IMGs, that we highly recommend you share with IMGs joining your Trust: <https://heeoee.hee.nhs.uk/medical-training/want-train-east-england/international-medical-graduates> You may also wish to signpost them to the supporting your transition into the UK section <https://heeoee.hee.nhs.uk/getting-know-uk-systems-0>

Support and Wellbeing



The Professional Support and Wellbeing Services (PSW) supports doctors, dentists and pharmacists in training with targeted solutions support.

The Professional Support and Wellbeing Services provides one to one specialist support through our external providers to help individuals through these difficult periods.

It also offers workshops including emotional intelligence, communication skills, exam support and resilient leadership.

- For further information on the PSW please click the link here: [PSW EoE | East of England](#)
- Our service is referral based. To complete a self-referral /Educators referral/Exam referral please click the link here: [How to refer | East of England \(hee.nhs.uk\)](#)

Supported Return to Training (SuppoRTT) is a national programme to ensure doctors who have had time out of training can safely return to the training environment and clinical practice. Doctors returning to or starting training in the East of England who have taken 3 months or more out of training can access SuppoRTT.

We offer, Supervision, Online learning resources, Coaching, Emotional Intelligence Assessments, Psychological support.

We provide additional funding to attend courses and organize local return to clinical practice and wellbeing events.

We also support individual Trust support champions and encourage trainees to seek assistance from them.

- For further information on the SuppoRTT please click the link: [Supported Return To Training | East of England](#)
- For further information please contact: [Supported Return To Training | East of England](#)

Safe Space Project



It has been identified that across the NHS, a key reason why learners often hesitate to report unprofessional behaviour, is the fear of being victimised or punished. NHS England is working hard to create a culture of compassion, honesty, and learning, whilst giving everyone the opportunity to have a voice.

The Safe Space Project is designed to provide an opportunity for an individual to raise concerns that cannot be addressed through following the normal pathways.

Full information on this project can be found [here](#) and the Safe Space Project form can be found by following this [link](#).

Spring Symposium

The Spring Symposium took place virtually on 29th & 30th April and around 500 educators joined us across the two days. The theme of this year's event was 'Improving Educational Culture'.

To view the content from the event, including programmes, presentations and recordings, please visit our webpage [here](#). Further recordings will be added in due course.

We are currently in the planning stages of our Autumn Symposium, and further details regarding this will be shared shortly, and all information will be updated on our webpage [here](#).

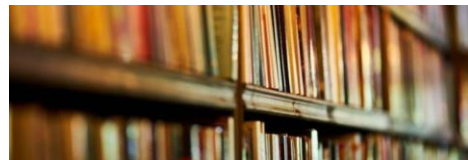
SAS EoE Representation



Professor Shahid Khan attended the Medical Training Review Focus Group with SAS Tutor Vikas Kumar, to represent the East of England.

The event was organised by the NHSE national team, with Professor Geeta Menon in attendance.

Useful Links



SAS Webpage Link - [Click Here](#)

SAS Newsletter Archive - [Click Here](#)

Tutor Contact Information - [Click Here](#)

Professional Support and Wellbeing - [Click Here](#)

Individual Development Fund - [Click Here](#)

SAS Doctor Bursary - [Click Here](#)