

# Staff, Associate specialists and Specialty doctors (SAS) Development Opportunities

Information pack



# Introduction

Health Education England (HEE) is committed to maximising opportunities for the development of SAS Doctors in the East of England (EoE). We recognise SAS Doctors and Dentists are a very important group who provide stability and service delivery across Trusts and Dental Practices. SAS Doctors and Dentists are a diverse group of doctors ranging in experience from four years post qualification to, in some cases, over thirty years of medical experience. Consisting of Specialty Doctors, Associate Specialists, Staff Grades, hospital practitioners, clinical assistants, senior clinical medical officers and clinical medical officers, this group of staff is referred to as the Staff, Associate Specialists and Specialty Doctors (SAS) group. Each has their own personal and professional development needs extending beyond their delivery of clinical service.



## Health Education England, East of England

There are several opportunities to review current practice and improve the support for SAS Doctor's development. By focussing on; career progression, local and regional development plans, Trust-wide skills development and Specialty specific training opportunities, it is hoped that there will be increased engagement from SAS doctors in continuing professional development.

There is an opportunity to ensure that current funding is used efficiently and effectively, maximising the number of individuals who are able to access professional development and avoiding unnecessary duplication of courses.

The different ways of accessing development opportunities:

- Local Trust funding
- Individual support for personal development via HEE EoE
- Development Days and programmes tailored to SAS Doctors needs
- MIAD CESR course bursary
- PGCert bursaries

### Trust funding

Funding for local education and training events at Trusts is available. The funding allocation process has been streamlined and aligned with the annual development planning process used by Specialty Schools.

SAS Tutors are to work collaboratively with Medical Education Managers (MEMs) in order to plan developmental opportunities for SAS Doctors for the entire financial year.

An Activity and Budget Planner is to be completed by the SAS Tutor and submitted to the SAS mailbox ([SAS.eoe@hee.nhs.uk](mailto:SAS.eoe@hee.nhs.uk)) in order to be assessed by the Associate Dean for SAS doctors. For more details about courses and events in your Trust please get in touch with your SAS Tutor or Manager of Medical Education. Contact information for SAS tutors can be found on the HEE website ([Click Here](#))

### Trust Innovation Applications

Innovation and Quality improvement is an integral part of health care as it improves patient experience and outcomes. SAS Doctors have a key role to play in improving healthcare services. To support SAS doctors in achieving this goal HEE offers the opportunity to apply for Innovation & Quality Improvement project funding of up to £5,000. For more information please refer to the [SAS Doctors Development Guidance](#)

### Individual SAS Doctor funding

Learning opportunities will be identified by the individual SAS Doctor and an [application for funding](#) support will be made by the SAS Doctor to the [SAS mailbox](#) for processing and approval. Opportunities for development may include; SAS induction and mentorship and access to a variety of courses.

Doctors wishing to pursue a CESR application, engagement in curriculum skills development through the Royal College's e-portfolios will be essential. For more information, please refer to the [SAS Doctors Development Guidance](#).

### SAS Development Days & Leadership Days

- Managing stress, avoiding burnout and increasing wellbeing
- Connecting as a Remote Team & Managing During Challenging Times
- Difficult Conversations & Effective Virtual Consultations
- Courageous conversations
- Enhancing your leadership potential
- Managing Challenging Circumstances & Applying to the Specialist Register Using CESR
- Remaining Effective – the 7 habits part 1 & part 2
- Leadership

## Health Education England, East of England

### MIAD CESR Course Bursary

For doctors wishing to pursue CESR (Article 14), we will be continuing to support a bursary for attending the MIAD CESR course which takes place several times a year in different localities. This course delivers an introduction to CESR and explores the entire application process. For more information, please visit the MIAD website. For more information, please refer to the [SAS Doctors Development Guidance](#).

### PGCert and PGDip (60 credit top up) Bursaries

HEE has agreed to support PGCert and PGDip (60 credit top up) in Medical Education bursaries for SAS Doctors from the East of England region. All interested individuals would need to complete HEE EoE bursary application form. Successful candidates would be granted up to £3,000, funding would be released directly to the chosen university, subject to offer letter being issued.

We plan to offer two application windows annually:

- March/April for a September/October start date
- September/October for a January/February start date

For more information, please visit the bursary pages of the HEE website ([Click Here](#))

## E-Learning for Healthcare

[E-Learning for Healthcare](#) (e-LfH) is a Health Education England (HEE) Programme working in partnership with the NHS and professional bodies to support patient care by providing free to use e-learning to educate and train the health and social care workforce.

HEE e-LfH programmes contribute to the revolution in the UK medical and healthcare training by providing 24/7 access to online, national quality-assured materials.

[Click here](#) to go to e-LfH where you can access a multitude of free programmes focussed on an array of different topics, including: management & leadership and specialty specific development.

## The National NHS Leadership Academy

The NHS Leadership Academy's philosophy is simple – great leadership development improves leadership behaviours and skills. Better leadership leads to better patient care, experience and outcomes. The NHS Leadership Academy provides targeted development for all backgrounds and experiences. Please note, some programmes are fully funded, others require funding from your own organisation, programme for consideration:

- [Mary Seacole Programme](#) is a six month leadership development programme which was designed by the NHS Leadership Academy in partnership with global experts, Korn Ferry Hay Group, to develop knowledge and skills in leadership and management.
- [Rosalind Franklin Programme](#) is for clinicians or managers leading from the middle of health and care systems, aspiring to lead large and complex programmes, departments, services or systems of care.
- [Ready Now Programme](#) is an innovative, inspirational positive action programme from the NHS Leadership Academy which will enhance your skills, knowledge and ability to succeed. It's a game changer. If your next move is towards a board level position, or a significantly more senior role then our Ready Now programme for senior BAME (black, Asian and minority ethnic) leaders can help realise your potential.

## The Local NHS Leadership Academy

[The local east of England Leadership Academy](#) work to develop and support leaders at all levels to deliver high-quality compassionate care. They do so by offering a diverse suite of professional leadership development programmes and opportunities for team, aspiring, executive, and clinical leaders working in leadership and delivering healthcare services across the east of England.

Proudly working as a Local Leadership Academy with the NHS Leadership Academy, their leadership development programmes and opportunities will equip individuals and teams with the knowledge, skills, and behaviours needed to lead in today's NHS. It is known that better leaders galvanise better care, so why not live up to the expectations of our patients and service users and become the better leader that we know you can be.

Some local resources can be found on the Local EoE Leadership Academy website ([Click Here](#)) Some example include:

- [Access to coaching and/or mentoring](#)
- [Video Masterclasses](#)
- Workshops
- Other resources



## Skills Development Network

The [Skills Development Network](#) bring together training and development opportunities for finance, procurement and informatics staff across the NHS. The website is the primary source of information and provides resources for personal and organisational development.

Access to the Skills Development Network is free to NHS employees and some examples of what is available through the Skills Development Network include:

- Professional Education and Qualifications
- Lifelong Learning and Continuing Professional Development
- Talent Management
- Career Development
- Widening and Improving Technical Skills

## Eastern Academic Health Science Network

Eastern Academic Health Service Network (EAHSN) is one of 15 Academic Health Service Networks (AHSNs) set up by NHS England to connect academics, researchers and industries to the NHS, to accelerate innovation across the health care system

EAHSN works across the east of England to promote health service innovation and improvement and works to select, encourage, develop and deliver innovative solutions that improve patient care and aid economic growth across our region.

Some shared priorities within AHSN include:

- Promoting economic growth
- Improving patient safety
- Putting research into practice

For more information and to see what development programmes are available, visit the [Eastern Academic Health Science Network website](#). You will also find information on upcoming events and a pool of free to use developmental resources.

## NHS Improvement Hub

[The NHS Improvement Hub](#) provides resources for doctors in many different areas. Some of the resources available include improvement tools and ideas from across the health sector. The Hub offers opportunities for doctors to share own experiences and ideas, take part in forum discussions and keep up to date with the latest news.

By exploring the NHS improvement Hub, you will be able access articles, support and details of new initiatives relative to your profession.

## Wellbeing

### Wellbeing Apps:

NHS staff have been given free access to a number of wellbeing apps from now until the end of December 2020 to support their mental health and wellbeing.

NHS England and NHS Improvement have worked with the following app providers to waive costs for the NHS workforce who are dealing with the unprecedented challenges of the COVID-19 pandemic. More information can be found on the [NHS Employers website](#).

**Unmind** ([click here](#) to access Unmind)

Unmind is a mental health platform that empowers staff to proactively improve their mental wellbeing. Using scientifically-backed assessments, tools and training you can measure and manage your personal mental health needs, including digital programmes designed to help with stress, sleep, coping, connection, fulfillment and nutrition. please visit the [FAQs and support](#) for more information.

**Headspace** ([click here](#) to access Headspace)

Headspace is a science-backed app in mindfulness and meditation, providing unique tools and resources to help reduce stress, build resilience, and aid better sleep.

Access the [FAQs and support](#) for more information.

**Sleepio and Daylight (developed by Big Health)**

[click here](#) to access Sleepio or [click here](#) to access Daylight

Sleepio is a clinically-evidenced sleep improvement programme that is fully automated and highly personalised, using cognitive behavioural techniques to help improve poor sleep.

## Professional Support and Wellbeing (PSW)

The PSW recognises that the coming months are likely to be exceptionally challenging for all medical staff. HEE have therefore extended PSW services to include Consultants, Locally Employed Doctors, Staff Associate Specialists and Medical Training Initiative doctors as well as trainees.

Information on the PSW services can be found on the HEE, EoE website, [Click Here](#)

# Health Education England Contacts

If you would like to discuss opportunities further, or have any questions regarding SAS Doctors, please do not hesitate to get in touch with the Faculty Support Team using the email address:

## Your East of England team:

Prof Shahid Khan  
Associate Dean for SAS Doctors

Kasia Calka  
Faculty Account Manager

Chloe Nicholson  
SuppoRTT Project Officer

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