HE KSS
SAS Development Day
18/03/2014
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Reflections of a SAS Tutor

- How I set up the role at Frimley Park Hospital
- Getting through Article 14.....
Phone a friend

- Ring round and make some new friends
Speak to established SAS Tutors for useful advice

- Get accurate list of SAS Drs from medical personnel
- Get included on circulation list for starters and leavers
- Ask IT to set up a group e-mail for ease of communication en-mass
- Communicate via internal post and electronically
- Ring departmental secretaries to get contact details of SAS Drs
- Welcome letter to newcomers
Allocation of SAS Funds

- How to allocate?
- Questionnaire sent out to all SAS Drs
- Offer individual meetings
- Act on results of Questionnaire
- Organise meetings / courses with leave notice period in mind
Generic courses organised

- LFG set-up for regular meetings and updates
- Mandatory Training:
  Resuscitation, Equality and Diversity, Fire safety, Information Governance, Library Facilities
- Management & Leadership Course organised
- Article 14 course organised
- Improve awareness of “what opportunities are out there”
Learning Opportunities

- Local in-house training / teaching
- Specialty Specific courses via medical colleges
- Deanery arranged courses
- BMA arranged meetings and seminars
- RSM courses
In House Teaching

- Find out what is already in place via very helpful PGMEC and LAB meetings:
  Grand Rounds, Top 20, M&M meetings  (ALL FREE)

- Usually lots going on just need to keep informed
  Check intranet, notice boards, speak to people

Regular slots
One-off lectures / activities
Get involved

- Organise generic meetings for SAS Drs but open them to other interested parties
- Tax, Pensions, Assertiveness, Medico-Legal Matters, Conflict Resolution, Body Language, Presentation Skills, Appraisal and Revalidation
- Volunteer to present at teaching meetings
- Encourage others to teach and get involved with in house opportunities
Outside Training Opportunities

- Check web-sites
- Linked-In SAS dedicated forum
- Deanery website
- RCP
- Specialty Specific College Websites
- BMA
- RSM
- Talk to people....
Motivation of self and others!!!

- Remains a Challenge
- Find out about needs of SAS Drs and be receptive to them
- Show that they have a lot to gain from engaging with opportunities offered and offer help when sought
- Buddy System for SAS Drs to get moral support and guidance
Article 14 Application

- Huge undertaking not to be underestimated
- Not enough to have done the training but you need to prove that it has been done
- Get correct information on requirements: GMC rules and College specific requirements
- Need to have support of senior colleagues
- NEED TO GET STARTED
Requirements

- Read carefully
- **Then read again**
- Log onto GMC website and see what has to be filled in. Some will be easy but there is a lot as each section opens up more boxes to fill.....
- **Get action plan** with realistic tasks in realistic time-frames
- Get A4 box-file and start filling
- Get dividers to start organising the documents
Seemingly unconquerable feat made easier with the help of friends

- Non-competitive, 100% pass rate if criteria are met
CV

- Only GMC format acceptable
Requirements

- What you have
- What you can find/get
- What remains to be done
Motivation

- Stay focused
- Get a buddy to help
- Get all your friends to help
- Might need to organise swaps in rotas. Be flexible and helpful to others and they will reciprocate!!!
- Collect data prospectively if possible as more difficult to find things retrospectively
Evidence

- Originals not recommended but true validated and authenticated evidence required
Main Requirements

- Minimum 2 years as SHO in the specialty
- Plus equivalence of specialty training must be proven
- Contracts
- Training Certificates
- Hospital Statistics
Evidence

- 5 years of Appraisals and personal development plans
- CPD
- Research
- Audit
- MSF 360° feedback
- Feedback letters from Drs and patients
- CBD DOPS etc...
Evidence

- Job description
- Rotas and Timetables
- Workload and logbooks
- Case Histories
- Reflective notes
Domains

1: Knowledge, Skills and Performance

2: Safety and Quality

3: Communication, Partnership and Teamwork

4: Maintaining Trust
Be pro-active and attack any obstacles head-on

- Find areas of weakness in your application and rectify eg Volunteer to see extra patients in that area of expertise
- Organise teaching in an area which is deficient in your application
- If communication deficient write a few good letters demonstrating your competence
- Get involved in leadership

GET HELP! Moral support and practical matters
Getting Help

- SAS Tutor
- Local College Tutor
- College SAS Advisor
- GMC
- Others who have done/doing same thing
- Workmates, Friends and Relatives
My Reflections

- Very Rewarding
- Helped motivate me to get onto specialist register
- Helped to motivate others not just for article 14 but to have a rewarding career in the SAS Grade
- Many new friends and contacts made
- Your job/career is what you make it
GOOD LUCK

You can do it!!!