



# DEVELOPING EXTENDED ROLES

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# **Extended Roles for SAS**

**What do we mean by extended roles?**

**Why are extended roles important for SAS ?**

**How should SAS adopt extended roles?**

**What extended roles are available for SAS?**

**How can the SAS Development Programme help?**

# Extended Roles for SAS

## What do we mean by “extended roles”?

- These are roles which are not necessarily carried out by all doctors/ dentists.
- These roles may be additional SPA activities or may be Extra Duties

# Why are extended roles important for SAS ?



# Why are extended roles important for SAS ?

SAS Charter Scotland 2014 ( *BMA Scotland, Scottish Gov. , NHS Scotland Employers* )

“SAS ..are leaders, managers, appraisers, and Clinical and Educational Supervisors.

SAS .. must be fully recognised, respected and valued by their employers and colleagues for their **diverse roles** and their vital contribution to patient care and the wider NHS.”



# SAS Doctor Development Guide 2017



**BMA; HEE; NHS Employers; AoMRC**

**“The personal development needs of doctors are a vital part of sustaining good quality services to patients.....**

**Ensuring that SAS doctors receive effective development will benefit **patient safety, employers, and.. the individual doctor.**”**

**“Ensure that eligible SAS doctors are encouraged to apply for management, leadership, training and research roles such as appraiser, educational supervisor, SAS tutor, clinical director, medical director, and governance lead.”**



# How should SAS Adopt Extended Roles





# What extended roles are available for SAS ?

## SPA Roles

- Teaching / University Roles
- Training – ES/CS
- Appraiser
- Management/ Leadership

## External Duties

- Royal College roles
- Medical Education Directorate
  - ADME ; Sub-Dean
- Specialty Group Committees
- NES Deanery
  - APGD; SAS Education Advisor ; Training Programme Director
- BMA roles

# SPA Roles

- Teaching / University Roles
- Training
- Appraiser
- Management/ Leadership
- **Negotiate additional roles as part of SPA discussion at job planning meeting**

# Teaching/ University Roles

**University of Glasgow Medical School**

<https://www.gla.ac.uk/schools/medicine/mus/mbchbeducatorsopportunities/>

<b>EDUCATIONAL SUPERVISOR *</b>	<b>OSCE EXAMINER</b>
<b>CLINICAL SUPERVISOR</b>	<b>MBChB INTERVIEWER</b>
<b>CLINICAL SKILLS TUTOR</b>	<b>MULTIPLE CHOICE /ESSAY QUESTION WRITING</b>
<b>VOCATIONAL STUDIES TUTOR</b>	<b>YEAR 1 AND 2 HOSPITAL VISITS- HOST</b>
<b>PBL FACILITATOR</b>	<b>SSC SUPERVISOR</b>
<b>CBL TUTOR</b>	<b>ASSOCIATE POSTGRADUATE DEAN</b>

# Honorary Status – Honorary Clinical Lecturer / Senior Lecturer

Contact local University Medical School

University of Glasgow

- <https://www.gla.ac.uk/colleges/mvls/honorarystatusinformation/>

University of Edinburgh

- <https://www.ed.ac.uk/human-resources/about/in-colleges/medicine-vet-medicine/honorary-status>

# Training Roles

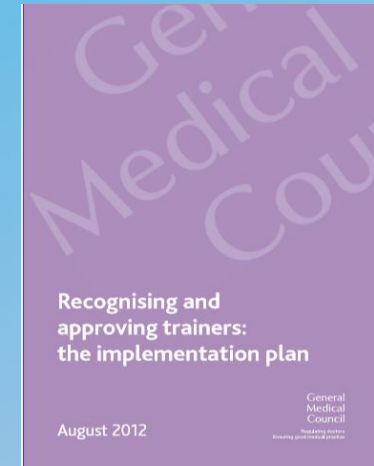
- Medical Training
- Dental Training

# Medical Training

## GMC Recognised Trainer Roles

### Postgraduate training

- Named Educational supervisors
- Named Clinical supervisors



### Undergraduate education

- Those responsible for overseeing students' progress at each medical school
- Lead coordinators at each local education provider

# Medical Training

## ***BMA SAS Doctors Development 2017***



*“The GMC’s guidance is clear that the educational supervisor has to be an appropriately trained doctor ...*

*but they do not need to be on the specialist register to fulfil this role. There are already many SAS doctors successfully working in these roles.”*

Usually most appropriate for SAS to supervise FY and Core Trainees

# Scottish Trainer Framework



<https://www.scotlanddeanery.nhs.scot/trainer-information/scottish-trainer-framework/>

“If you are thinking of becoming a Trainer and seeking recognition, you should:

- Familiarise yourself with the [criteria for recognition](#)
- Comply with Good Medical Practice.
- Complete [mandatory training](#)
- Begin [collecting evidence](#) to present at your **annual appraisal** + Add to PDP
- **Appropriate time allocated at job planning**
  - 1 hour ( 0.25 SPA) per week / Trainee



## Mandatory training elements required by the GMC to meet their standards for trainers:

- Equality & Diversity (E&D) training
- An induction module such as :
  - **\*FDA Introductory workshop for clinical or educational supervisors**
  - **\*Clinical Educators Programme- Lothian, Borders, Fife**
    - \*Funded by NES SAS Development Programme**
  - **Other equivalent** (e.g. provided by Royal College) agreed with your EO jdw 2020

# Criteria for Trainers

Scottish Trainer Framework



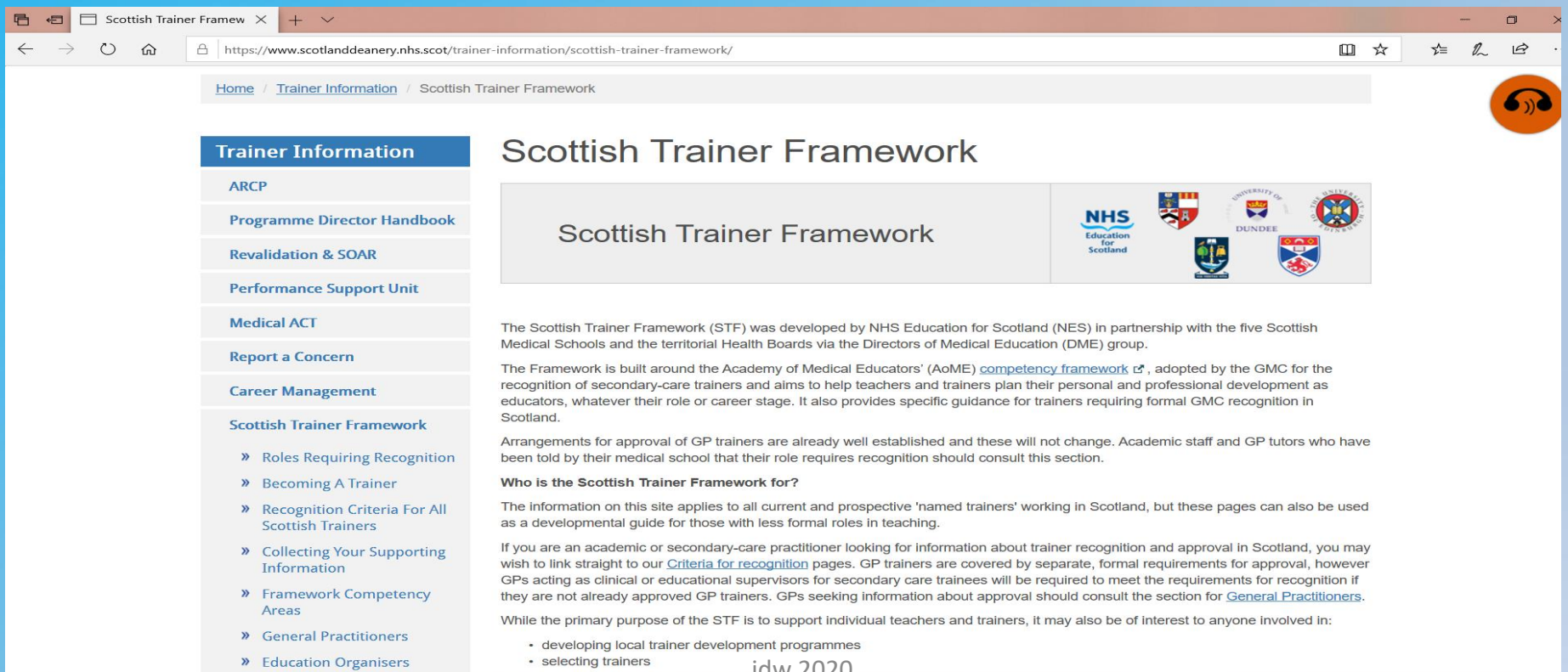
## Generic Teaching Skill Requirements - can be demonstrated at Appraisal

- Produce evidence ..to demonstrate an appropriate level of teaching competence eg feedback from students ; evidence of teaching/training activities
- Postgraduate **and** Undergraduate teaching activities are relevant
- Provide evidence of appropriate training and/or experience for their teaching role

# Trainer Contacts

## Scottish Trainer Framework

<https://www.scotlanddeanery.nhs.scot/trainer-information/scottish-trainer-framework/>



Scottish Trainer Framework

The Scottish Trainer Framework (STF) was developed by NHS Education for Scotland (NES) in partnership with the five Scottish Medical Schools and the territorial Health Boards via the Directors of Medical Education (DME) group.

The Framework is built around the Academy of Medical Educators' (AoME) [competency framework](#), adopted by the GMC for the recognition of secondary-care trainers and aims to help teachers and trainers plan their personal and professional development as educators, whatever their role or career stage. It also provides specific guidance for trainers requiring formal GMC recognition in Scotland.

Arrangements for approval of GP trainers are already well established and these will not change. Academic staff and GP tutors who have been told by their medical school that their role requires recognition should consult this section.

**Who is the Scottish Trainer Framework for?**

The information on this site applies to all current and prospective 'named trainers' working in Scotland, but these pages can also be used as a developmental guide for those with less formal roles in teaching.

If you are an academic or secondary-care practitioner looking for information about trainer recognition and approval in Scotland, you may wish to link straight to our [Criteria for recognition](#) pages. GP trainers are covered by separate, formal requirements for approval, however GPs acting as clinical or educational supervisors for secondary care trainees will be required to meet the requirements for recognition if they are not already approved GP trainers. GPs seeking information about approval should consult the section for [General Practitioners](#).

While the primary purpose of the STF is to support individual teachers and trainers, it may also be of interest to anyone involved in:

- developing local trainer development programmes
- selecting trainers
- training approval as a guide to...

# Trainer Contacts

**Director of Medical Education (DME) – Health Board**

- **ask your SAS Education Advisor for details**

**NHS Education for Scotland**

**Education Organiser Dr Suzanne Nabavian**

- **Tel: 01382 496344 | [RoTQM@nes.scot.nhs.uk](mailto:RoTQM@nes.scot.nhs.uk)**

# Dental Training

- SAS Dentists considering becoming Educational Supervisors should contact NES Education and Training Department  
<https://nes.scot.nhs.uk/education-and-training/by-discipline/dentistry.aspx>
  - Donald Thomson Dental Dean-Core & Speciality Training
  - Local core training advisor

# Dental Training

- NES run annual Educational Supervisor Study days and Workshops
- NES Portal “Train the Trainer” and Assessment and Feedback courses
- SAS Development Programme website - information available soon

# Appraisal



## Medical Appraisal Scotland

<http://www.appraisal.nes.scot.nhs.uk/be-an-appraiser.aspx>

The Medical Appraisal Scheme in Scotland offers doctors formative, systematic and regular review with a peer.

It also supports doctors in preparing for revalidation, allowing a positive demonstration of fitness to practise.

# Appraisal

Application to become an Appraiser

<http://www.appraisal.nes.scot.nhs.uk/be-an-appraiser/application-sc.aspx>

Be an Appraiser

Interested in becoming an Appraiser?



Have agreement from your Clinical Lead first  
Have time in job plan approved – 0.5 SPA /10  
appraisees



# Management Roles



## SAS Charter 2014 – Scotland

- ***“SAS doctors should be given the opportunity to apply for roles in medical management as appropriate to their knowledge, experience and expertise. “***

# Leadership/Management Roles

- **Clinical Governance roles- examples**
  - Guidelines development lead / committee
  - Patient Safety Programme lead / committee
- **Management roles - examples**
  - Clinical lead
  - Sub-specialty lead

# Management Training for SAS

- **Leadership and Management Course (LaMP)**

<https://www.scotlanddeanery.nhs.scot/your-development/specialist-and-associate-specialist-doctors-and-dentists/sas-training-calendar/>

**Fees and expenses funded by NES SAS Development Programme**

GMC Professionalism  
workshop (including  
leadership & management)

Time Management  
workshop

Quality Improvement  
workshop

# External Duties

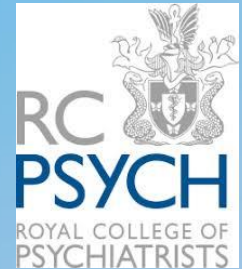
- Royal College Roles
- Medical Education Directorate
  - ADME ; Sub-Dean
- Specialty Group Committees
- NES -APGD; SAS Education Advisor;TPD
- BMA

## UK Guide to Job Planning for SAS 2012

- *“It is accepted that undertaking external duties ... brings benefit to the wider NHS*
- *Employers and SAS doctors need to minimise the impact on the delivery of clinical services..”*
- **Discussion is key!**

# Royal College Roles

- SAS Committees
- Other Committees
- Mentorship
- College vacancies



# **Health Board Medical Education Directorate**

## **Director of Medical Education (DME) – Health Board**

- **Responsible for maintaining and developing high quality medical education and training within their NHS Board**
  - **Associate Directors of Medical Education**
  - **Hospital Sub-Deans**
- **Your SAS Education Advisor will have contact details**

# NES SAS Education Advisor

## NES SAS Development Programme

- Fostering a culture of skills development for SAS
- Guiding interested applicants for SAS Development Funding
- Raising the profile of SAS within health boards
- Mentoring SAS and providing careers advice
- 14 SAS EAs in Scotland

<https://www.scotlanddeanery.nhs.scot/your-development/specialist-and-associate-specialist-doctors-and-dentists/>



# BMA

## Scottish SAS Committee(SSASC)

<https://www.bma.org.uk/collective-voice/committees/staff-associate-specialists-and-specialty-doctors-committee>

### Staff, Associate Specialists and Specialty doctors Committee (SASC)

SAS doctors are staff grade, associate specialist and specialty doctors. They typically are four years post qualification with at least two years in a given specialty and spend the majority of their time working in the NHS.



## Get involved with the BMA

### Committee visitors scheme

Have a say in how your profession is run. Participate as a non-voting committee member.

[Join the BMA committee visitors scheme](#)

### Nominations and elections

Nominate yourself for a role in a committee, council or board.

[Nominate yourself](#)

### Support schemes

A range of initiatives to help you get more involved with committee and volunteering activities.

[Get involved](#)



# How can the SAS Development Programme help you?

- **SAS Education Advisor**
  - mentoring SAS and providing careers advice
  - provide DME contact details
- **SAS Development Programme Funding of Courses and Training**
  - FDA Introductory workshop for clinical or educational supervisors
  - Clinical Educator Programme
  - LaMP course ; Time Management course
  - Funding of bespoke training / secondment

# NES SAS Development Programme

## Webpages

- SAS Development Fund
  - Application guidance
  - Case studies
- SAS Training Calendar
- SAS Education Advisor contact details
- CESR for SAS - guidance
- Guidance for new SAS

<https://www.scotlanddeanery.nhs.scot/your-development/specialist-and-associate-specialist-doctors-and-dentists/>

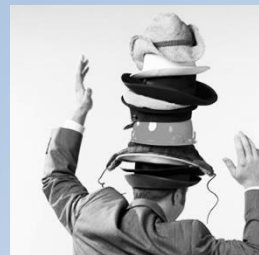
# SUMMARY

SAS are senior clinicians who form a valuable part of the medical workforce

Extended roles are important for SAS

- to enhance patient care
- to enhance their professional career
- to enhance career satisfaction

There are **MANY** extended roles available for SAS to do !



# QUESTIONS?

