

From Locum Specialty Doctor to Consultant Anaesthetist via CESR

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Objectives

- My career path
- Things I wish someone had told me!
- CESR: a guide to survival
- Opportunities
- Why “No” is a complete sentence
- Consultant interview preparation
- Life as a “new” consultant

My career path



- 2001 BSc Hons (2:1) Sports Medicine
- 2000 Wellcome Trust Research Scholarship
- 2006 MBChB (UofG)
- 2010 Career change from Acute Medicine to Anaesthetics
- 2012 MRCA
- 2017 FCAI
- 2018 Honorary Clinical Lecturer (UofG)
- 2019 RoT, Ed. Sup, MAcadMEd
- 2021 CESR & Consultant appointment

Things I wish someone had told me!

Gulf between training vs SAAS post

Job Planning

- Requirement & fundamental aspect of your contract
- Prospective agreement that sets out your duties, responsibilities & objectives for the coming year
- Clarify what is expected of you and your employer
- Review current activities in light of future service needs
- Opportunity for you or your employer to request changes

Appraisal

- A contractual obligation for all doctors employed by NHS boards
- Conducted through the SOAR website
- “Modified” ARCP where you reflect and review your practice since your last appraisal
- Upload supporting evidence
- Ensure that you are allocated an appraiser – **don't** delay
- Will enable you to be revalidated
- Time consuming

CPD

- Record throughout the year – makes appraisal much easier
- Obtain certificates of attendance or completion
- Mandatory number of CME hours per year

Your wellbeing

- Look after yourself and you will be better able to look after your patients
- We tend to underuse health services; the empathy we extend to others does not always tally with the care we give ourselves
- Many sources of support available

CESR: a guide to survival

- Route for SAAS to applying for consultant jobs
- Raft of evidence to prove equivalent experience, skills & competencies
- May require “top up” training
- Process can be long, arduous & frustrating

Practical Advice

- Do you really want this?
- Accessing specialty training could be a simpler & easier option
- Remind yourself: this is a marathon not a sprint
- Lack of attention to detail is the most common **reason** for not being successful
- An excellent application can **fail** due to omission of a single piece of key evidence
- Not be able to compensate for shortfalls by providing extra evidence in other areas

Top Tips

- Familiarise yourself with the curriculum
- Read the specialty specific guidance
- Anonymise your evidence
- Don't apply too early
- Seek advice if uncertain

Work Life Balance



Why “No” is a complete sentence

- Find it difficult to say “No”
- Don’t want to look **incompetent** or **unable** to perform the task
- **Conform** to our peers
- **Missing out** or **hindering** career progression
- **Guilt**

Why is not saying “No” a bad thing

- Obligated to give an explanation
- Not 100% and may confabulate a more complicated response
- Risk of becoming overloaded, burnt out and disengaged
- Jeopardise the quality of our pre-existing work
- Saying “No” helps us to create boundaries within which we can create space in our busy schedules to rest & recharge.
- Affords us the opportunity to say yes to the things that we really value & want to do

Benefits to saying “Yes”

- Gain new skills & increase confidence in your abilities
- Meet new people & collaborate in new ways
- Learn new skills, discover new opportunities & areas of interest
- Open new doors that were previously unknown to you or unavailable
- Planning ahead for life after CESR
- CESR is time consuming so you will need to **work smarter not harder**

SAS Development Fund

- Annual Scottish Government funding
- Specific criteria
- Considered for
 - Top-up training for CESR application
 - Postgraduate qualifications in non/clinical areas
 - Clinical secondments
 - Other opportunities to enhance the development of the individual & the service they can provide

SAS Development Fund

- Applicants must hold a substantive grade post & will require approval from their CD
- Support from local SAS Education Advisor
- Aim to improve the delivery of training & development of SAS doctors working in Scotland



Opportunities

Recognition of Trainer Status

- Anaesthetists as Educators (AaE), ACE (RCPSG) Academy of Medical Educators (AoME)
- Reflective practice assignments & evidence of teaching
- Educational / Clinical Supervisor

- UoG - CBL tutor, OSCE examiners, AoS
- Scottish Quality and Safety (SQS) Fellowship Programme
- Scottish Clinical Leadership Fellowship (SCLF)
- Mentoring

Mentoring

- Mentoring is not about offering advice and sharing experiences
- It provides an informal and confidential environment where you can help someone:
 - become effective at developing their opportunities & resources
 - managing their problems
 - helping them to become better at helping themselves
- Matching process → RCPSG, AAGBI

Consultant Interview Preparation

1. Background reading
2. Know the important people and meet them (even if you are going for a job in your current health board)
3. Presentation
4. Have examples to hand
5. Use a structure for particular answers
6. Don't ramble
7. Be specific – examples really help illustrate your answer
8. Know the common questions to expect
9. Practise, Practise, Practise
10. Don't ask a question at the end for the sake of it

Life as a “new” Consultant

- Business as usual
- Why “No” is a complete sentence
- Very grateful for the help, support & encouragement

Conclusion

- CESR is achievable – it can be a long, arduous & frustrating process
- Its not right for everyone
- Specialist grade
- Help & support is available
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Any Questions



