Welcome again!

Welcome to the second edition of the OXSAS Newsletter. We hope this communication will continue to be a bridge amongst all SAS doctors and dentists in the Oxford Deanery. We would like it to be a source of updates for all SAS grades and specialty doctors on what professional development support is available through your Trusts and through the Deanery, as well as nationally.

We need your help! Please do send us your views and comments, both about what you and your Trust are doing to promote SASG CME and CPD, and also with your ideas for overall further improvement in this programme, and any comments you have about how we all communicate with each other.

SAS Development Day

We have recently held our first Oxford Deanery SAS Doctors Development Day, which focused on the inter-related themes of Revalidation, Appraisal and Portfolios. This was held at Milton Hill Conference Centre, near Abingdon, on 25th September 2009, with over 80 SAS doctors and dentists from throughout the Oxford Deanery attending. By all accounts it was a great success, with very positive feedback from most participants.

At this point we should express our sincere apologies to those whom we could not accommodate at the last minute, or with whom our communications were inadequate. We have had some teething problems with the database of all SASGs in the Deanery, but for the next Development Day (see below) this should not be a problem.

Mr. John Lourie, Associate Postgraduate Dean, opened the meeting and introduced the speakers. Dr. Daniele Bryden, Consultant in Critical Care Medicine and Anaesthesia and Deputy Director of Medical Education, Sheffield Teaching Hospitals NHS Trust, spoke about the importance of constructing and maintaining a portfolio, and gave valuable advice about its layout and contents.

Dr. Richard Marchant, Assistant Director of Regulation Policy at the GMC gave us a valuable overview of the purpose and mechanisms of revalidation.
Mr. Tony Jefferis, Associate Postgraduate Dean, talked about appraisal and assessment, and why appraisal will be a critical component of the revalidation process in the future.

Mr. Amir Khaki, an Independent Management Consulting Professional, gave a talk on mentoring and coaching, and how these techniques can help not only doctors with career difficulties, but also all those who wish to enhance their professional development.

For the benefit of any SASG who could not attend this meeting for whatever reason, the presentations are available to be sent to you by email; just contact our Project Officer, Linda Day, on sasdoctors@mkgeneral.nhs.uk, or Avril Bryant at NESC Courses, on avril.bryant@nesc.nhs.uk.

Forthcoming BMA Conference

The BMA will shortly be hosting a meeting which will be of considerable interest to you all. On Monday 23 November, a one-day ‘SAS Recognition and Development Conference’ will be held at BMA House in London. This will give a comprehensive update on the key issues affecting SAS doctors in the workplace.

In addition to keynote speakers, including Professor Peter Rubin, Chair of the GMC, there will be sessions on appraisals, portfolio development and the role of the PMETB. Attendees will also be updated on contract implementation and the activities of the BMA SAS Committee.

Speakers will also include Dr Radhakrishna Shanbhag, Chair of the BMA's SAS Committee, Mr. Raj Nirula and other members of the SAS Committee, and the BMA's Industrial Relations Officer Mr. Richard Griffith.

Further details are available at: http://www.bma.org.uk/whats_on/sas2009.jsp. You are strongly advised to book your place as soon as possible to avoid disappointment.

Oxford Deanery SAS Tutors' Meetings

Since the last issue of this Newsletter, there have been two further meetings of SAS Tutors and Trust SAS Leads, on 30 June and 9 October 2009. Considerable progress has been made in several areas: all major Trusts now have a Tutor in post, and in most Trusts regular meetings are held, albeit with variable attendance from local SASGs. Please do remember, these meetings are being organised for YOUR benefit, so you can find out how the funding for SAS doctors' CME and CPD can have a positive impact on YOUR career progress and development.

We are in the process of developing a unified form for application for funding from SAS doctors in all Trusts. Sub-committees have been formed in most Trusts to consider, and if appropriate approve, applications. In general, it has been agreed that appropriate uses would include support for courses to help with examination preparation, and costs associated with top-up training (but not normally salaries). It was again emphasised that funding should only be provided after available Study Leave allocation from the applicant's Trust has been exhausted. The following are considered not suitable for support: examination fees and costs related directly to exam. sittings; professional fees; and fees for Article 14 applications for the
CESR. Appeals regarding refusal of funding would in the first instance be directed to the Clinical Tutor, with recourse to the Associate Dean, John Lourie, in case of dispute.

Having said the above, there has in fact been a most disappointing uptake of funding from this project since its inception. Where are you all? Don't you want to develop your careers? Have you no plans for continuing medical education, attending conferences or courses? What about research and audit projects? All of these professional activities are part of your ongoing career development, and need to be part of your portfolio for revalidation in the future. Think about it!

A request has been made to all Deanery Heads of School to consider inviting an SAS representative from each specialty to attend the Heads of School meetings. Anyone interested in taking this up can get in touch with John Lourie (jlourie@oxford-pgmde.co.uk) who will direct their request to the appropriate Head of School.

Revalidation Update

As you are all aware, from 16 November 2009, all doctors will need a licence in order to practice medicine in the UK. This is in addition to their GMC registration and will allow doctors to undertake any form of medical practice, including, but not limited to, writing prescriptions, holding a post as a doctor in the NHS, and signing death and cremation certificates. The GMC has written to all doctors on its register to find out whether they wish to take a licence. The introduction of the licence is the first step towards revalidation. Further information on licensing, for doctors and employers, can be found at: http://www.gmc-uk.org/doctors/licensing/practice/support.asp

The BMA's SAS Committee is in regular dialogue with the GMC to discuss how SAS doctors will be revalidated whilst the Colleges are currently working on the applicability of recertification (the next stage of the revalidation process) for SAS grades.

The GMC have developed a revised Framework for Appraisal and Revalidation that sets out the domains, attributes and standards for revalidation based on Good Medical Practice. This revised Framework has been used by all medical specialties to provide guidance to doctors on the specialist standards and supporting information that may be brought to appraisal to demonstrate that they are practising to a high professional standard for revalidation. The Academy of Medical Royal Colleges is now seeking feedback from key stakeholders and other interested organisations about these specialty frameworks. For further details, including how to respond, go to: http://www.aomrc.org.uk/revalidation.aspx

Remember that revalidation, appraisals and portfolio-building will all be topics covered at the BMA Conference on 23 November (see above), for those of you who could not attend our Development Day in September.

Credentialling

Credentialling has been defined as "a marker of attainment of competencies, knowledge and skills in a defined area of practice, at a level that would allow the holder of the credential to work unsupervised in that area of practice". You are going to hear plenty more about this in the months and years to come, so pay attention (and see below)!
A seminar on "Modular Credentialling" was held on 12 May 2009 and was addressed by representatives from the Department of Health, PMETB, NHS Employers, the BMA, the GMC and COPMeD (the Conference of Postgraduate Medical Deans). Credentialling will in the future be highly relevant to the practice of SAS doctors and dentists, who in many cases work unsupervised at a senior level within their specialty, but who may not have undertaken the same training or hold the same paper qualifications (e.g. the CCT) as other specialists.

**Future Meetings**

The next SAS Tutors Meeting will be held at the Magdalen Centre, Oxford Science Park, from 2.30-5.00 p.m. on Tuesday 12 January 2010. If you have any issues you would like to see raised at this meeting please contact your Trust Tutor in advance. We would particularly welcome a SAS representative from each Trust, in addition to the Tutor, at this (and all these) meetings.

The Royal College of Surgeons will be hosting a Joint College Conference for Staff and Associate Specialist Doctors on Friday 29 January 2010. The Oxford Deanery has made a contribution towards the running of this Conference on your behalf. The Conference will have places for up to 300 delegates, and is "designed to engage all SAS doctors and facilitate ideas and best practice sharing, as well as celebrating the valuable role that SAS doctors have to play in the NHS". There will be a fee to attend, but if your study leave allocation has been exhausted you could apply to your Trust SAS Tutor for support to attend what promises to be a very useful meeting for SAS doctors in all specialties.

But most important of all is our own next **SAS Doctors' Development Day**. This will be held, again at Milton Hill Conference Centre near Abingdon, from 9.30 to 5.00 on Friday 26 February 2010. The themes of this meeting will be "The Article 14 Route to a CESR", and "Credentialling for SAS Doctors". Please put this date in your new 2010 diaries right now before you forget! There will be no charge for attendance by SAS doctors and dentists (and of course Specialty Doctors too) employed in the Trusts in the Oxford Deanery. Speakers are currently being arranged, and we look forward to seeing as many of you as possible at Milton Hill on 26 February.

Another Development Day is also being planned for later in 2010, probably in the latter part of September, on the themes of Leadership, Management, and Negotiating Skills for SAS Doctors. There'll be more details in the next Newsletter - so Watch This Space!

Thiru Mamanivannan, SAS Tutor at Bucks Hospitals, is running a Mentoring Course early in the New Year. Places may be available for SAS doctors from other Trusts in the Deanery: if you are interested in attending please contact Thiru on: thiru.mamanivannan@buckshosp.nhs.uk

**Future of the SASG Professional Development Project**

Funding has now been received for 2009/10, at the same level as in the previous year (despite the disparity of numbers in the Oxford compared to the Wessex Deanery - an issue which has repeatedly been raised with the finance directorate). There has been a very small overall increase (around 1%) in the funding for the current year, in common with all other budgets, to account for inflation.
Good-bye for now

We hope this Newsletter will help to bring you all up to date with what is going on in the Oxford Deanery to support professional development for the SAS Grades. We would welcome any comments, queries or suggestions about the running of this support project in general, and this Newsletter in particular. Please do keep in touch with your Trust SAS Tutor, and feel free to contact John Lourie, Associate Dean, at any time with your comments or concerns, on: jlourie@oxford-pgmde.co.uk.

With best wishes to you all.

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