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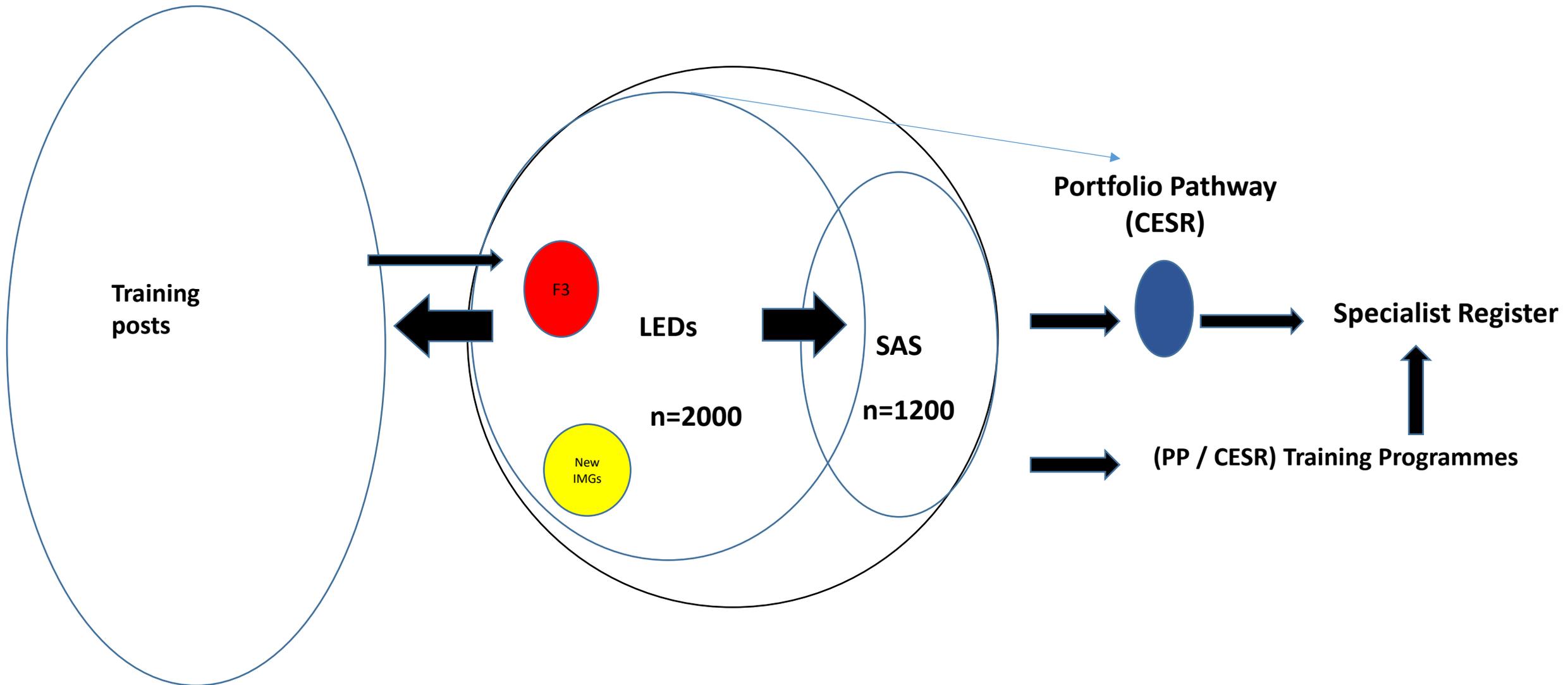
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**Regional NHS-E WTE (Deaneries) & support  
for Locally Employed Doctors (LEDs)**

**16<sup>th</sup> January 2024**

# NHS-E EoE: SAS & LEDs n=3200



# NHS Medical Workforce

- 69,961 doctors are in UK training posts
- 63,740 registered doctors are **SAS & LEDs**
  - 20,000 SAS doctors
  - 43,000 LEDs

Figure 12: Number of licensed doctors by register type

	2017	2018	2019	2020	2021	2017-2021
GP	60,690	61,313	62,256	63,741	65,160	+7%
GP and specialist	1,241	1,241	1,249	1,295	1,289	+4%
Specialist	75,282	77,257	79,041	81,838	83,513	+11%
SAS and LE doctors	45,578	48,199	53,432	58,760	63,740	+40%
Doctors in training	59,851	62,200	64,342	66,621	69,961	+17%
<b>Total</b>	<b>242,642</b>	<b>250,211</b>	<b>260,320</b>	<b>272,257</b>	<b>283,663</b>	<b>+17%</b>



**By 2030 SAS and LEDs will be the largest group on GMC register**

# NHS Medical Workforce

Figure 10: Number of licensed doctors by register type

	2018	2019	2020	2021	2022	2018–2022
GP	61,313	62,256	63,741	65,160	66,170	+8%
Specialist	77,257	79,041	81,838	83,513	85,694	+11%
GP and specialist	1,241	1,249	1,295	1,289	1,267	+2%
SAS and LE doctors	48,199	53,432	58,760	63,739	70,517	+46%
Doctors on neither register and in training	62,200	64,342	66,621	69,962	72,534	+17%
<b>Total</b>	<b>250,210</b>	<b>260,320</b>	<b>272,255</b>	<b>283,663</b>	<b>296,182</b>	<b>+18%</b>

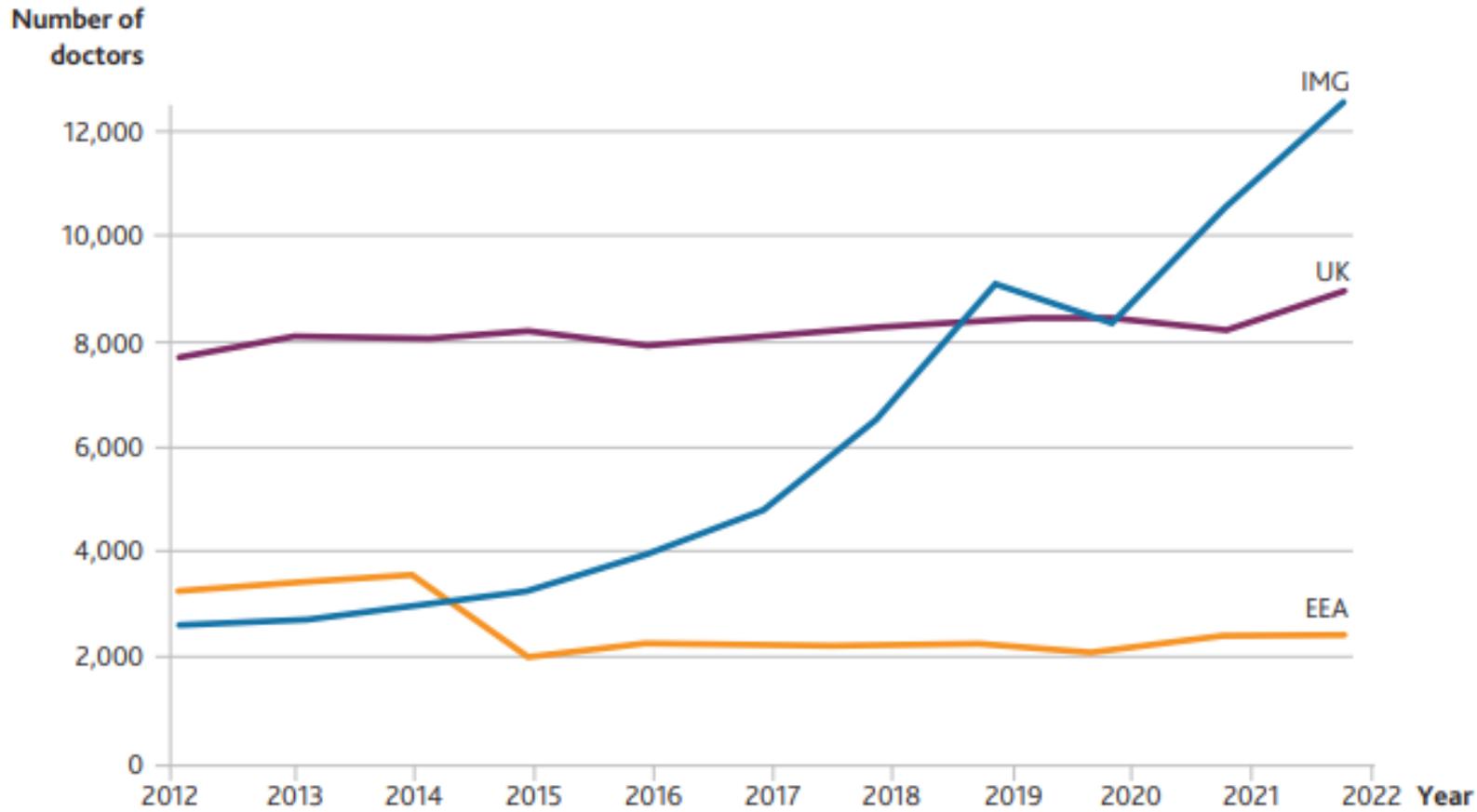
The state of medical education  
and practice in the UK  
**Workforce report**  
2023



General  
Medical  
Council



Doctors joining the workforce, by primary medical qualification region per year



**GMC expect these trends to continue**

# LEDs & National Bodies

- **Who supports professional development of 50,000 doctors ?**
- **Very limited national representation**

# Two Systems

-

# Two Outcomes

## Trainees

- System geared for training
- Better exam results
- Low GMC referrals

## SAS & LEDs

- System geared for service provision
- Lower exam pass rates
- High GMC referrals

? contributor to differential attainment & disproportionate complaints

# Need for a New System to Train & Support LEDs ?

- LEDs be incorporated in the existing national system of training
- Key is **Speciality Schools**
  - Schools looking for trainees
  - Rota Gaps
  - LEDs to apply for training posts
- **Better trained LEDs will benefit Speciality Schools**

## NHS-E EOE Experience

- **School of Anaesthesia and ICM**

Regional programme for Anaesthetic Locally Employed Doctors

- **School of Emergency Medicine**

Night Safe Programme: an educational programme initiated by Emergency Medicine

# NHS-E EOE Experience: using existing educational infrastructure

- Trust based & trust funded **LED Tutor**
- Closely working with **SAS Tutors**
- **Director of Medical Education & Education Centre Support**
- Working with **Foundation School & Speciality School Tutors**

# NHS-E EOE Support for LEDs

- No nationally allocated funds for LEDs
- **NHS-E funding for SAS development**
  - Funded Trust Based SAS educational programmes (80 – 90 / year)
  - Regional SAS training events (10 – 15 / year)
- **LEDs are invited to above where there is capacity**

# NHS-E EOE Support for LEDs

- **Blended learning programmes** e.g Bridge & Ponopto
  - LEDs have on line access to training provided for trainees
- **Professional Support and Wellbeing (PSW) Services**
- **LED Fellowship Programme**
- **Quality Improvement Projects**
- **Support for research**

# LED Tutors

- Trusts with LEDs must have an **LED Tutor funded by the Trust**
- Work closely with **SAS Tutor, DME & Speciality Tutors**
- Part of the **Trust Education Committee**
- Member **Regional LED Steering Committee**
- Leadership by **Associate Postgraduate Dean**

# Trust Support for LEDs

- **LED Tutor**
  - LED Forum
  - Appropriate job plans for LEDs
  - Personal development plans & allocated time
  - Opportunities for Audits / Quality Improvement Projects
  - Access to Junior Doctor Forum
  - Exception Reporting to Guardian of Safe Working
  - Career counselling & **Portfolio Pathway (CESR)**
  
  - Clinical & Educational Supervisor
  - Study leave / funding in line with trainees
  
- **Speciality Tutor engagement**

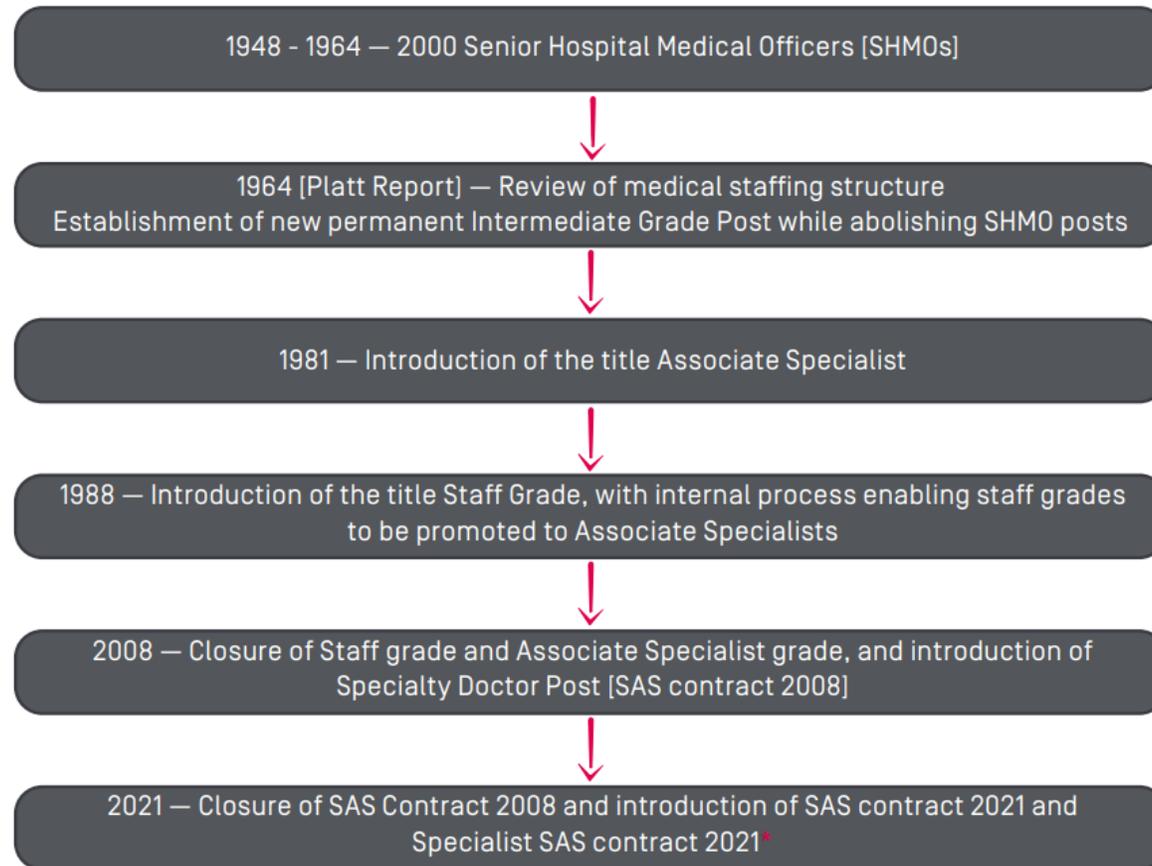
# NHS-E EOE website

The screenshot displays a web browser window with the URL <https://heeo.hee.nhs.uk/sas-new>. The browser's address bar shows the URL and navigation icons. The page content includes a blue header with "East of England" on the left, a "Login" button, and a search bar. Below the header is the NHS logo and the text "Health Education England". A navigation menu lists: Home, Medical Training, Primary Care, Dental, Recruitment, Trainee Support, Educator Support, Contact, and Calendar of Events. A "SAS Menu" dropdown is visible, with a sub-menu showing "Home > SAS Doctors and Dentists & LEDs". Two main content tiles are displayed: "SAS Doctors and Dentists" with a background image of surgeons, and "Locally Employed Doctors (LED)" with a background image of a doctor in a lab. At the bottom, there are links for "Accessibility", "Corporate Website", "Technical Support / Login Assistance", and "Log in". The footer includes the NHS Constitution logo and the text "© Copyright 2023 Health Education England". The Windows taskbar at the bottom shows the time as 08:14 on 29/11/2023.

# Individual Identity for LEDs

- SAS & LED are different groups with different needs
- Treated as a single group within GMC data
- LED a distinct but a diverse group
  - UK graduates
  - International Medical Graduates (IMGs)
  - <5 years experience & > 5 years experience
- **Each group has different needs**

# Challenging Terminology



# Challenge Terminology “Non Training Grades”

**Incorrect Terminology**

SAS/LEDs described by the Medical Workforce Forum of NHS Employers and HEE as Non-consultant **Non-training** grade doctors



**Supporting Locally Employed Doctors (LEDs) across the UK**

The non-consultant non-training doctors

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October 2017

Registered Charity No. 295172

The “premier place” for practical educational ideas & advice  
Learn & share across specialties, regions and countries

“Non Training Grades” imply that they have no training needs



[Support Home](#)

[Horus updates](#)

[FAQs](#)

[Browsers and compatibility](#)

[Registration](#)

[Signing in and out](#)

[Username and password](#)

[Roles in Horus](#)

[Menu options](#)

[User management](#)

[Foundation doctor photos](#)

[Non-trainee grade \(NTG\)](#)

# Non-trainee grade (NTG) junior doctors/other healthcare professionals

## NTG basics

### [What is an "NTG"?](#)

In the context of the Horus ePortfolio, an "NTG" is a non-trainee grade junior doctor/other healthcare professional working in a foundation-level (or similar) post but not a member of the UK Foundation Programme.

#### NTGs

- do not have a connection to NHS England (NHSE) and their responsible officer is not the local NHSE postgraduate dean (instead, their responsible officer is usually the Medical Director of the employing organisation or their representative)
- do not belong to a Foundation School
- are not on a training programme

# Funding

- Funding by NHS-E to support LED development is essential
- Many interventions to support LEDs require little funding
- LEDs need awareness of their issues

# Career Pathway for LEDs

- LED is a flexible and viable **career choice**
  - Needs clear **pathways**
  - **Portfolio Pathway (CESR)**
  - Future Consultants, GPs, Specialist doctor
  
- **Career Structure** for LED is essential for:
  - **Retention**
  - **Development**

# The Way Forward for LEDs

- **Correct terminology**
- **Distinct identity & acknowledgement of a viable career choice**
- **LED Tutors**
  - Establish LED Regional Networks
  - Associate Dean for LEDs
- **Improve awareness of LED issues**
  - Many improvements require little funding
- **Engage with existing educational infrastructure**
  - Trust educational structure
  - Connect with Heads of Speciality School

- Questions ?

