

Career Progression to Specialist Grade

Breaking Barriers

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2021 SAS Contract Reform



Creation of new senior SAS grade “Specialist”

(Associate Specialist grade closed in 2008)

Career Progression

Why Specialist Role?



**Recognition of
autonomy**



Parity and equity



**Leadership and
influence**



**Career fulfilment and
progression**



What is a Specialist Grade?

Experience requirement

**12 years postgraduate
experience**

**6 years in the relevant
speciality as SAS or
equivalent**



What is a Specialist Grade?

Competency requirement

NHS Employers

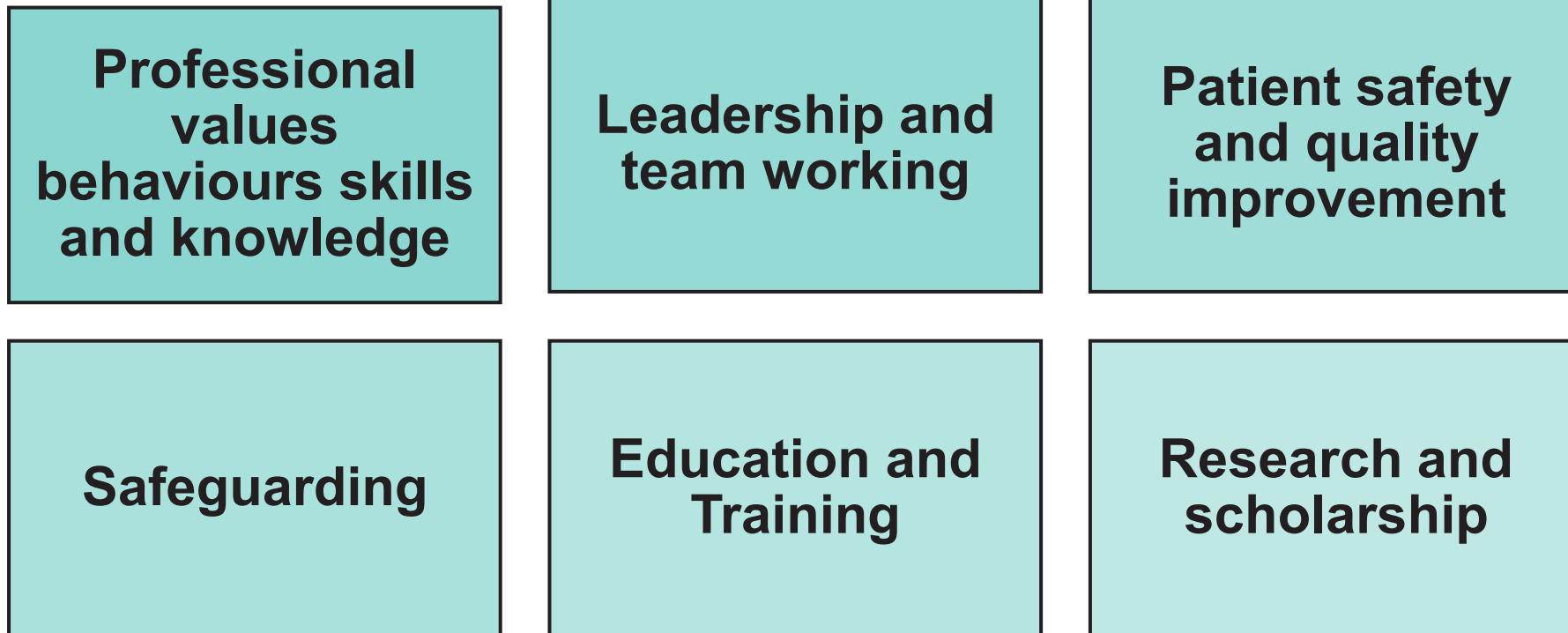
Is a senior and experienced Specialist clinician who will work independently to a level of defined competencies set out by mutual agreement with the CD and within local governance frameworks

BMA

A senior and experienced clinician who will work independently to a level of defined competencies as agreed within local governance frameworks. Specialists will be responsible for patients in their areas of practice as an 'expert decision maker'

What is a Specialist Grade?

Generic Capabilities Framework (6 Domains)



Barriers



Perception Gap - Inconsistent interpretation of autonomy and GCF

- ? Defined area of competency
- ? Mutual agreement with CD
- ? Local governance framework
- ? Local needs



Consultant-centric culture for senior decision-maker roles



Finance/Vacancy control

What is a Consultant?



**Defined national curriculum -
Consistency**



**ARCP process – CCT – Specialist
Registration**



**CESR/Portfolio Pathway –
GMC/Colleges – Specialist Registration**

Specialist Progression Panel (Pilot)



**ARCP type
process**



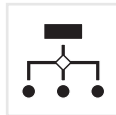
**Anaesthesia,
exploring Urology**



**Personal
Specifications for
Specialist (RCoA)**



**3 regions (WM,
NW and Y&H)**



**2-3 Trusts per
region (Around 10
SAS Anaesthetist)**

Specialist Progression Panel (Pilot)

NOT CESR/PP

Evidence light

**Self Reflection in
application form**

Structured Reference X 2

**Appraisal, CPD, Job Plan,
CV, logbook.....**

Panel Members

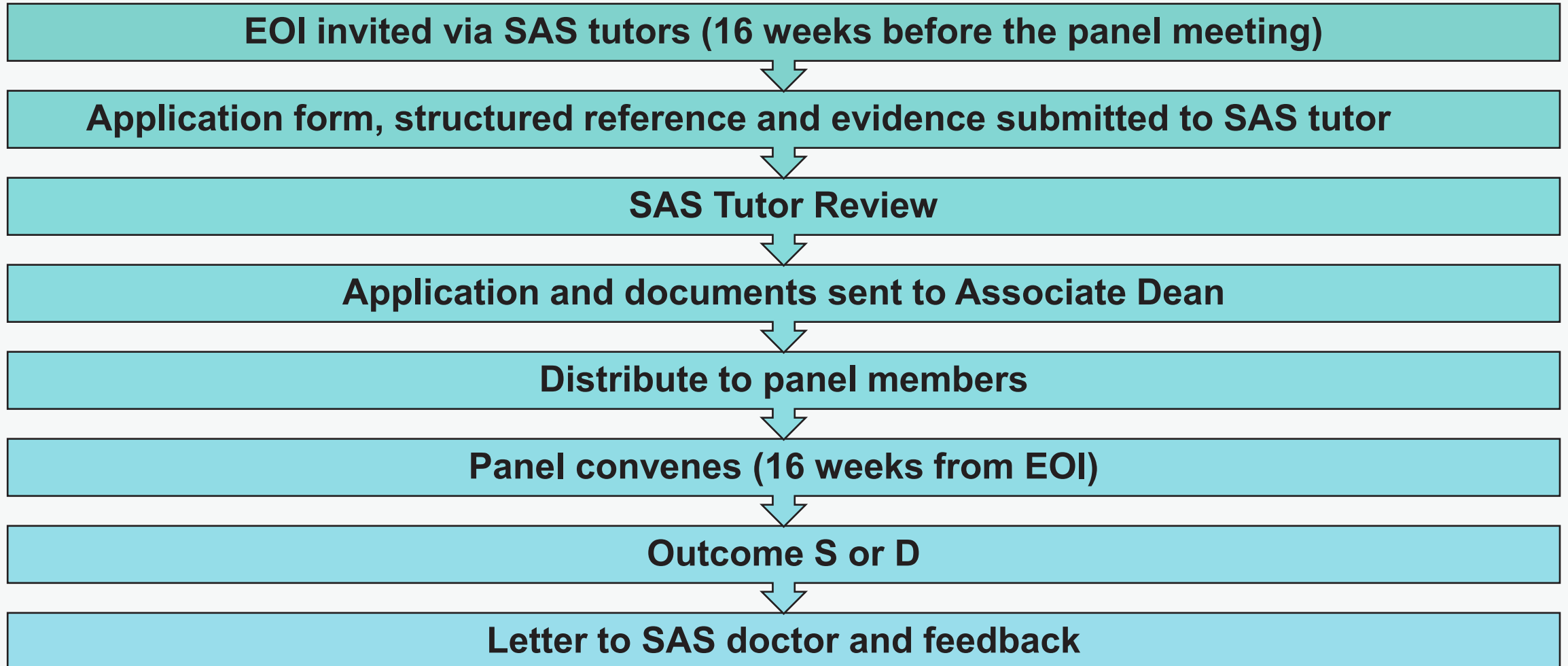
Associate Dean (SAS)

SAS Tutor

**Consultant/Specialist/
Associate Specialist from
the speciality**

**PGME representative -
DME (optional)**

Process/Timeline



Outcome

- **Outcome “S” - Advisory letter confirming Specialist competency**
- **Outcome “D” - Need development in certain domains**
- **It is not an appointment process**
- **Empower SAS doctors for local engagement**

Conclusion

- **Specialist Grade appointment has been variable**
- **Many barriers – Lack of consistency about competency assessment**
- **Independent progression panel, potential solution?**

Thank You



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