

# SAS Doctors- the story so far in Mersey Care

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# Mersey Care NHS Foundation Trust

- 20 SAS doctors
- 2 locums
- 7 locally employed doctor

# Calderstones acquisition

- Acquisition of neighbouring Trust 50 miles away from us
- 5 additional SAS doctors
- No strong mentorship or peer support
- Review of job plans
- No robust arrangements around study leave cover or attendance at weekly CPD

# What did we do?

- Meeting with the group – away day
- Individual meetings with doctors
- Review of individual goals
- Liaison with supervising consultants to negotiate better support for SAS to attend local teaching and CPD
- Incorporation into local SAS group for peer support

# Job Planning

- Zircadian system
- Simple to navigate
- Issues around SPA for doctors
- Recent agreement to follow BMA Charter recommendations
- **ALL** SAS doctors have a signed Job Plan

# Appraisal

- 3 SAS doctors are experienced appraisers and 3 more are trained to start appraising this year
- Excellent engagement from all SAS for appraisal
- Our SAS appraisers received amongst the highest scores for feedback from appraisees

# CPD budget

- All SAS doctors have an allowance of £1500 over 3 years for CPD from the Trust
- Additional resource from local SAS Educational Fund
- All SAS requests have been fulfilled in the past year
- All doctors also have access to BAP online CPD resource from the Trust

# Individual development

- Royal College of Psychiatrists have recently requested SAS doctors to join AAC panels
- Appraisers
- 2 SAS doctors have joined the ST rotation in the past 2 years
- We encourage SAS doctors to look at new career opportunities within the Trust when these arise
- SAS group meets every 3 months and this is chaired by Dr Griffiths



# CPD events

- CESR Training day- specific to Psychiatry
- Partnership with neighbouring Trust to deliver CESR training
- SAS education day planned for September 2018
- Leadership training day was held in 2017 for SAS doctors

# The future...

- Meeting to discuss the SAS Charter and how we can best fulfil this
- Secondments need to be encouraged
- Better integration of SAS doctors into management structures
- SAS doctors as clinical supervisors- for the Royal College to address

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