

BARTS HEALTH

SAS Survey 2018

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TRAUMA & ORTHOPAEDICS

Last 1 year

- Appointment of SAS tutor and 2 other Tutors
- Total numbers – Approximately 180
- SAS -120
- Trust and other Grades -60
- SAS annual conference
- Database

SAS Tutor role

- Create a Database
- Whatsapp group
- Develop a page on the Intranet
- Meet with the Dean
- Annual Conference for SAS doctors
- Liaise with HEE/Education Academy/Appraisal/LNC/Management
- SAS Courses

Courses

- CCSR workshop
- Leadership skills
- Career Development
- Educational and Clinical Supervision
- Appraisal and Revalidation
- Patient Safety, Clinical Governance and Quality Improvement
- Managing Change
- Departmental workshops

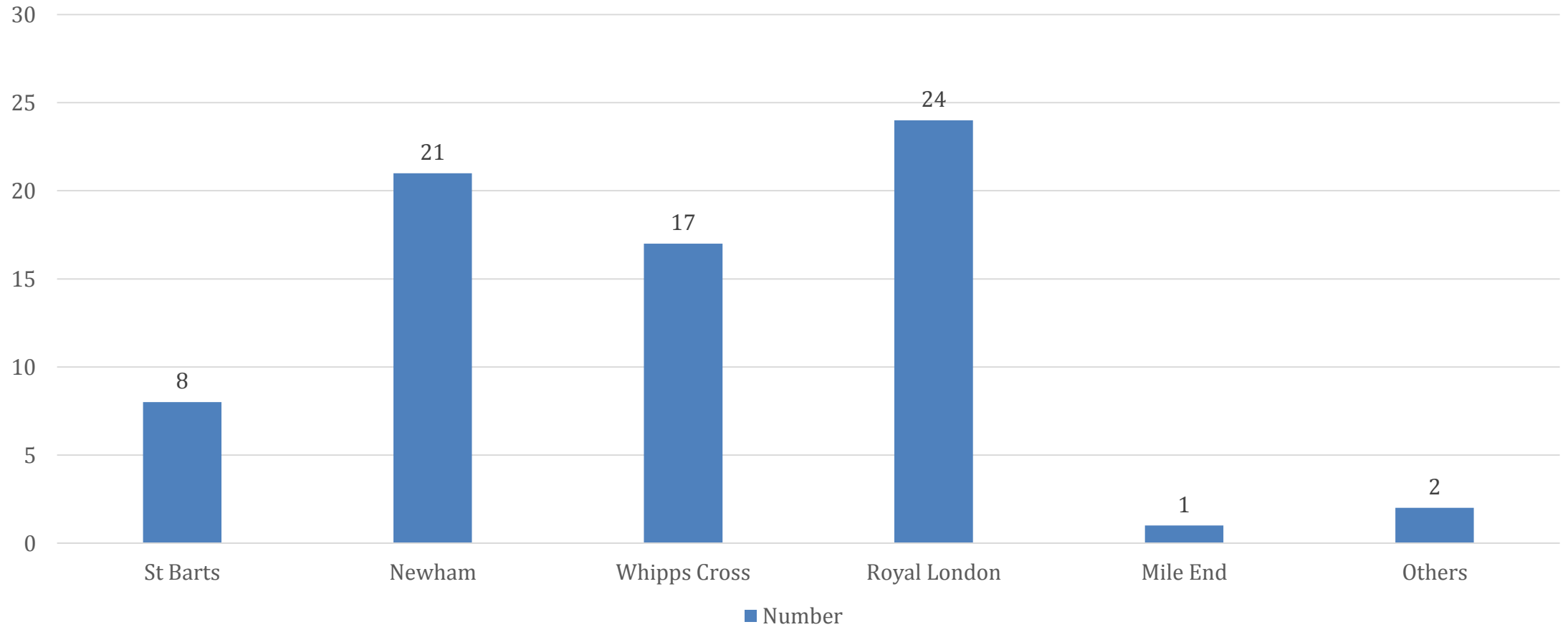
SAS Conference



SAS Survey

- 72 respondents
- 52% male 48% female
- 40 questions
- Specialities include paediatrics, cardiology, cardio-thoracic surgery, clinical radiology, emergency medicine, anaesthetics, oncology, general surgery, genito-urinary medicine, haematology, obstetrics and gynaecology, otolaryngology, trauma and orthopaedic surgery orthodontics, OMFS, acute medicine and sexual and reproductive health
- 55% are over 45 years and over of age, of which 35% are above 55
- 58% have more than 10 years service at Barts Health

Hospitals



Supervision

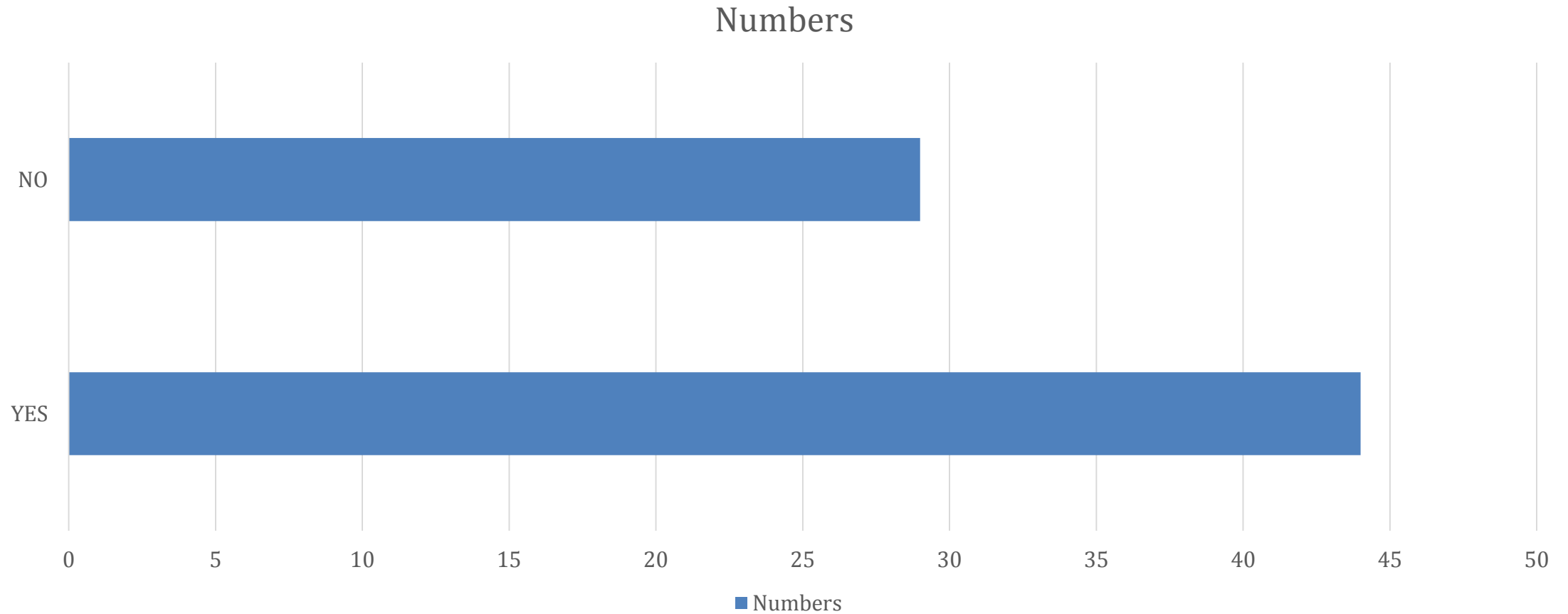
Educational Supervisor

- Only 39% have an Educational supervisor
- Of those who have an Educational Supervisor
- 75% agree that they have regular meetings with their ES to review progress and ongoing learning needs
- 61% state that their ES is supportive and approachable when needed

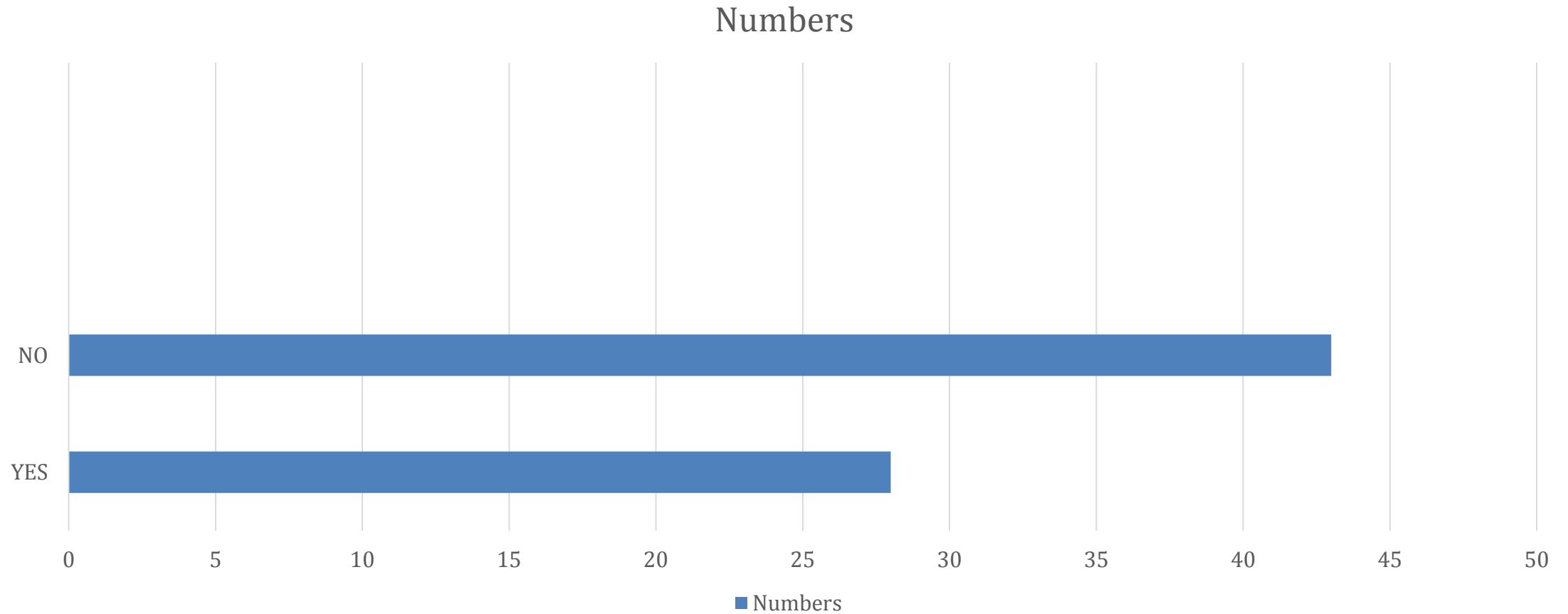
Clinical Supervisor

- 60% have a Clinical supervisor
- Of those who have a Clinical Supervisor
- 89% state that their CS provides them with feedback that is constructive and helpful

Do you have a Clinical Supervisor?



Do you have an Educational Supervisor?



Personal Development

Raising concerns

- 64% state that they feel able to voice their concerns about personal development

Induction

- 47% feel that their initial induction to the department was useful and effective

Personal Development

Development opportunities

- 57% agreed they have sufficient opportunity to develop their management and leadership skills

Teaching skills

- 59% agreed that they have opportunity to develop their teaching and training skills

Personal Development

Clinical skills

- 74% agreed they have sufficient opportunity to develop their clinical skills

Annual Appraisal

- 96% of respondents have had an annual appraisal

Personal Development

Teaching

- 75% of respondents agreed that effective local teaching sessions are held in their unit

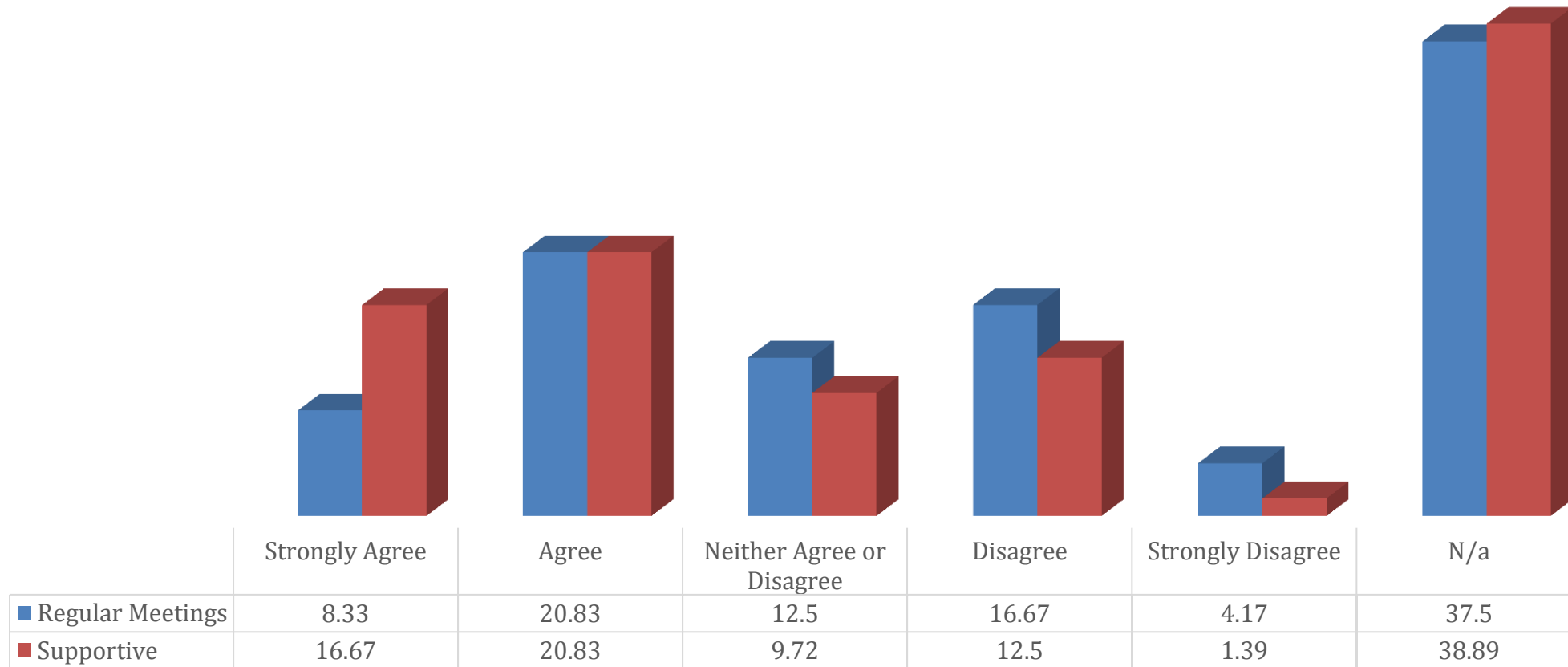
Attendance

- 65% agreed that they are able to attend local teaching sessions regularly

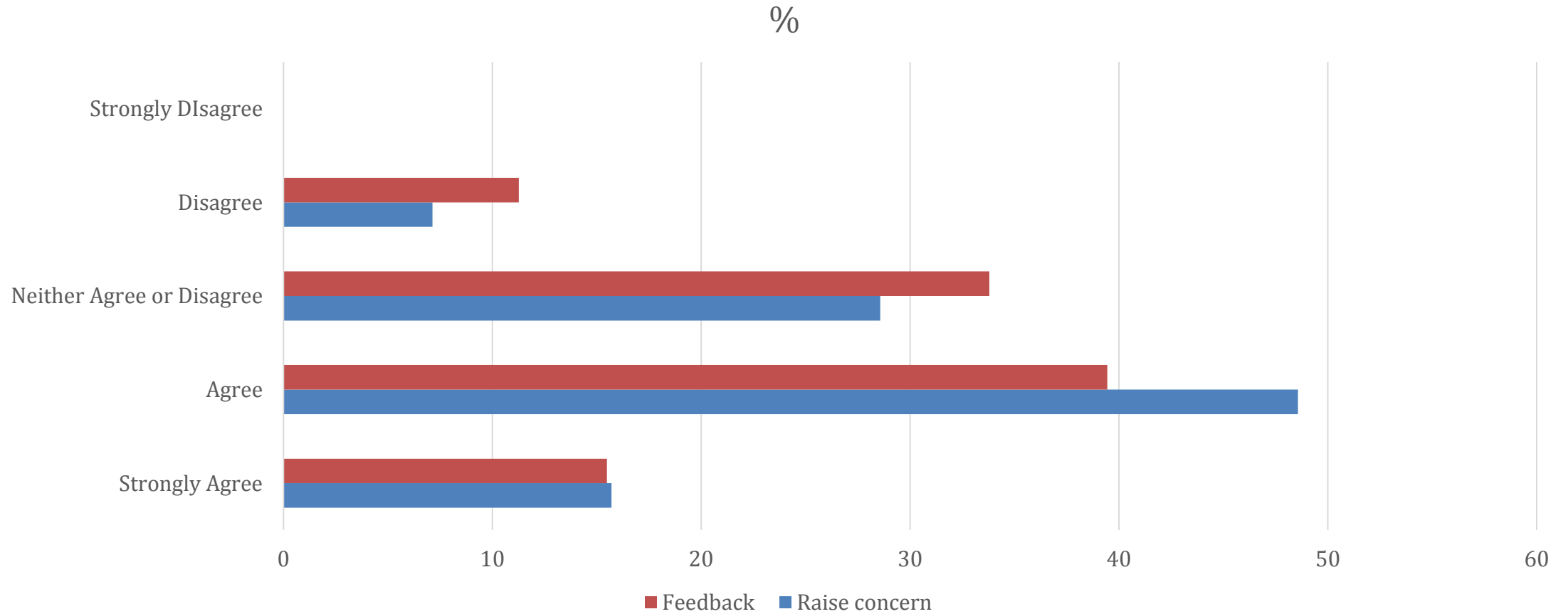
Participation

- 72% agreed that they have the opportunity to participate in local professional meetings

Regular meetings/Support with Educational Supervisor

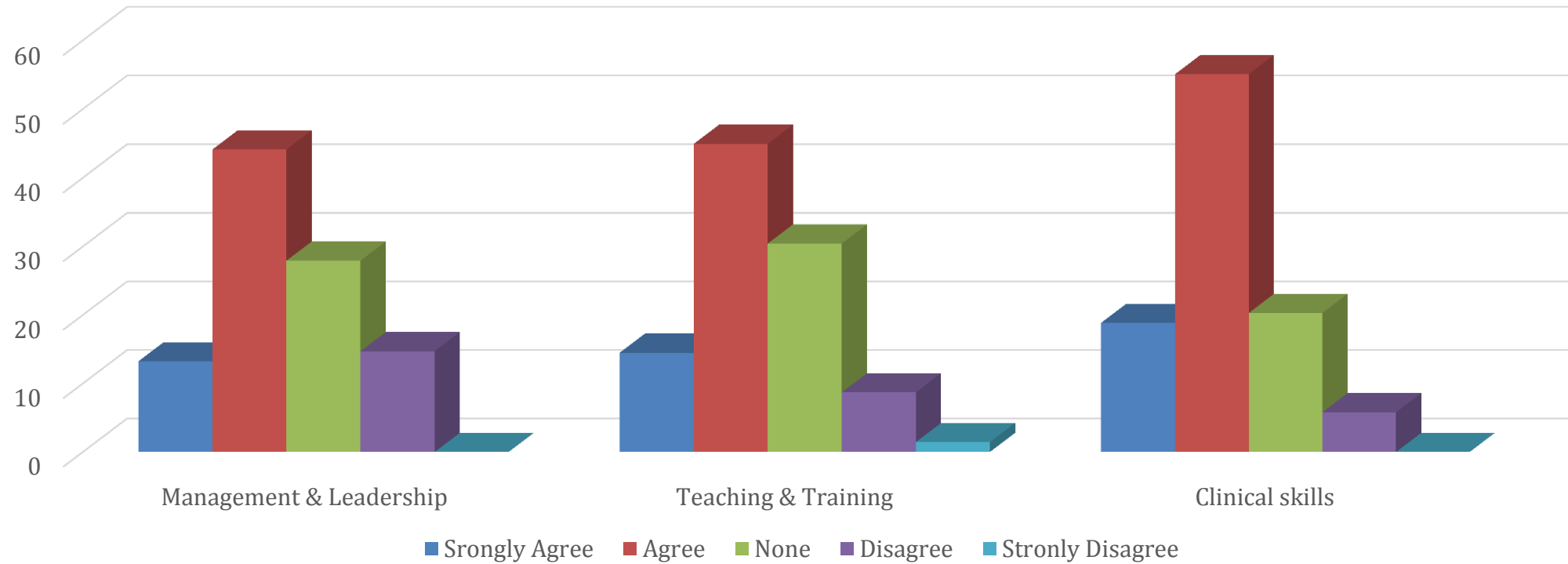


Personal Development

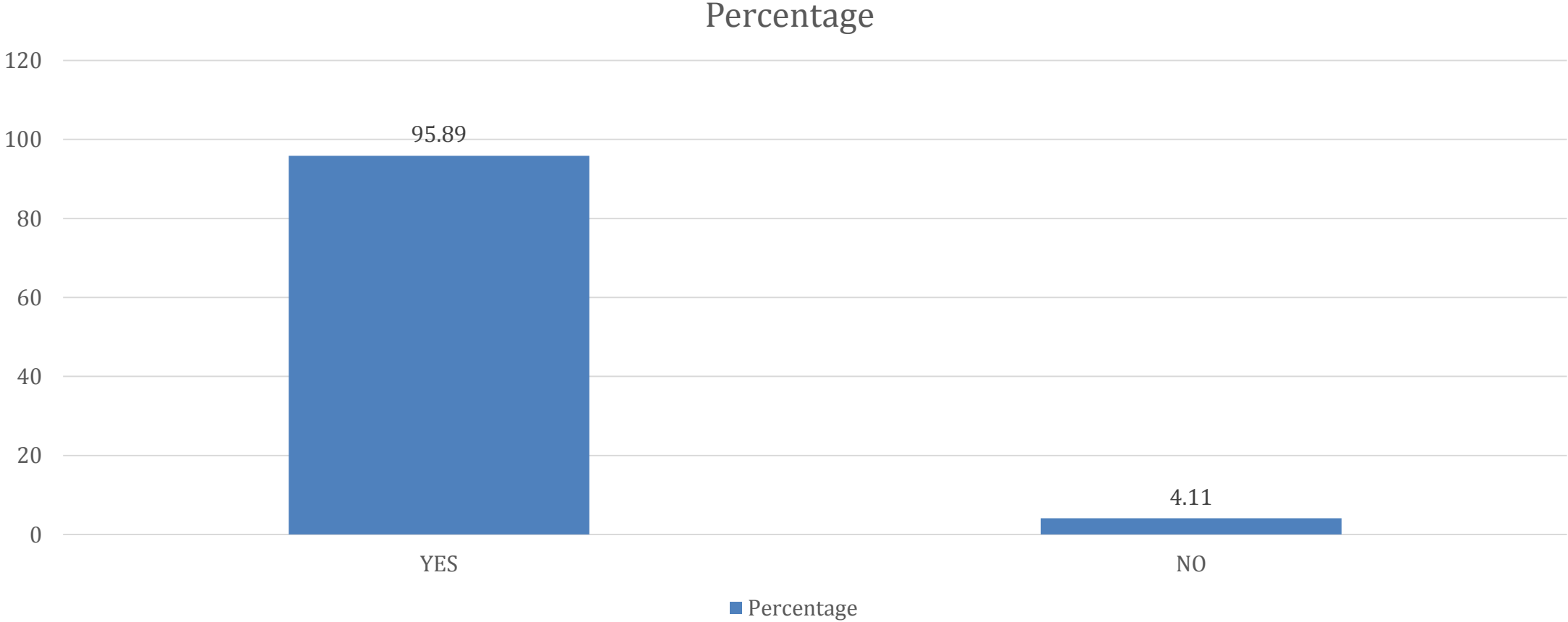


Opportunity to Develop

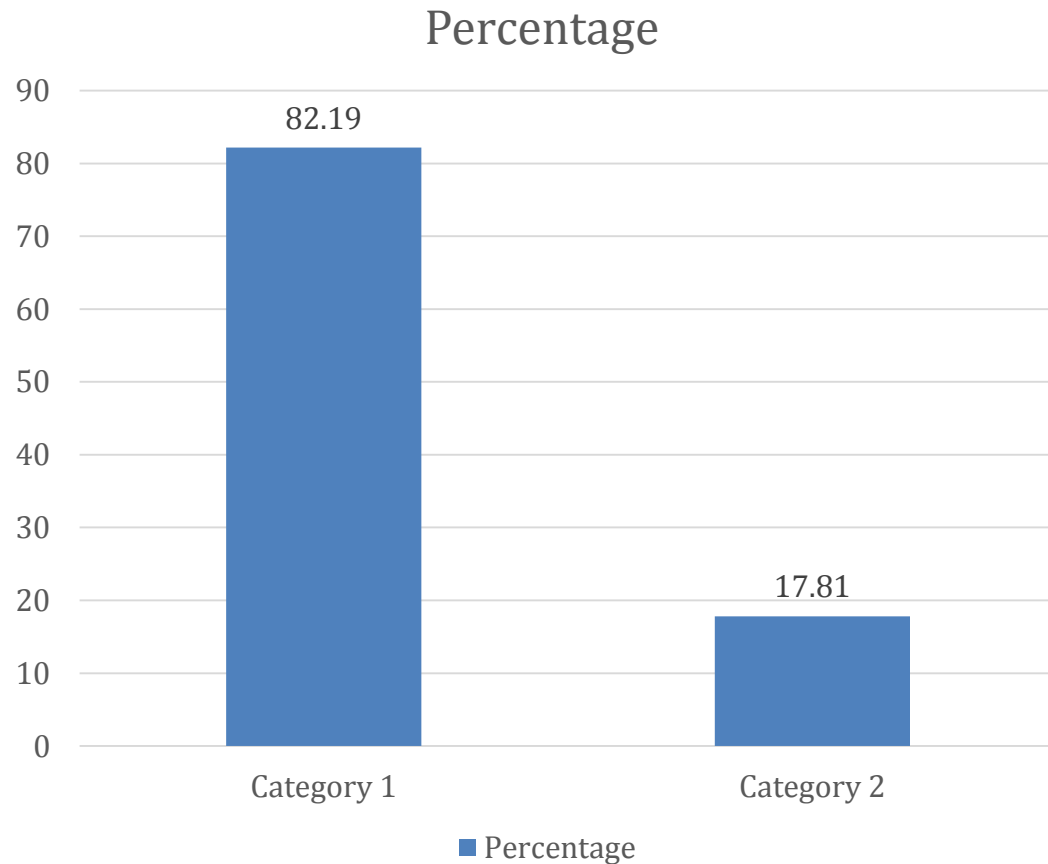
Skills



Annual Appraisal

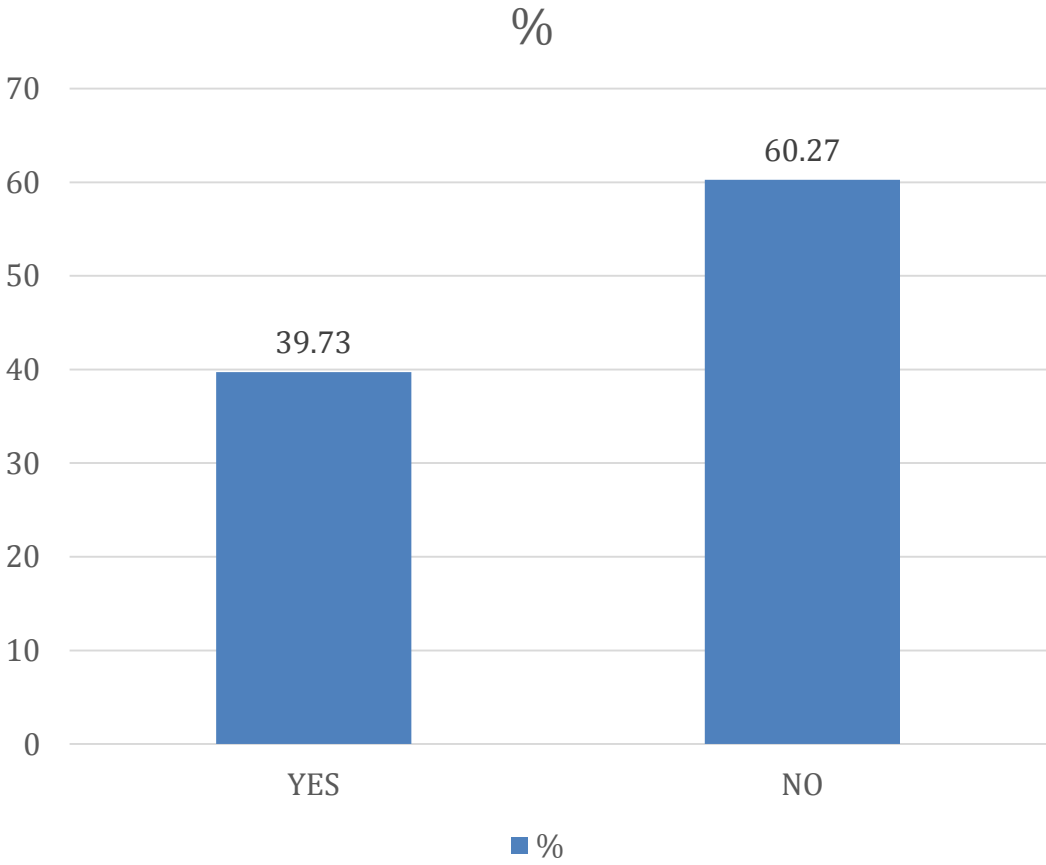


Do you have a Job Plan



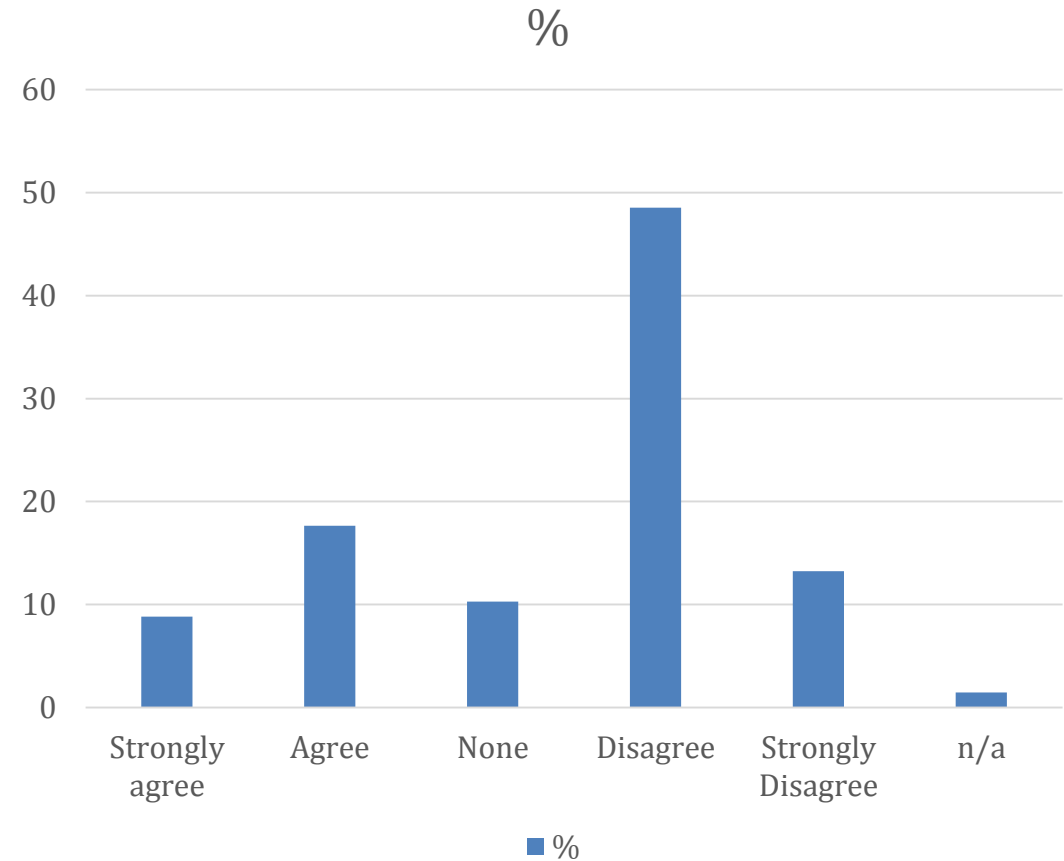
- 82% of respondents have a Job Plan

Are you aware of the BMA charter



Have you had difficulty in obtaining study leave

- Only 27% feel they had difficulty in obtaining study leave



Providing Safe and Compassionate care

Reporting

90 % of respondents stated that they were aware of how to report patient safety incidents and near misses

Concerns

64% were confident that their concerns are effectively dealt with

Action

60% agreed that that when concerns are raised the subsequent actions are fed back appropriately

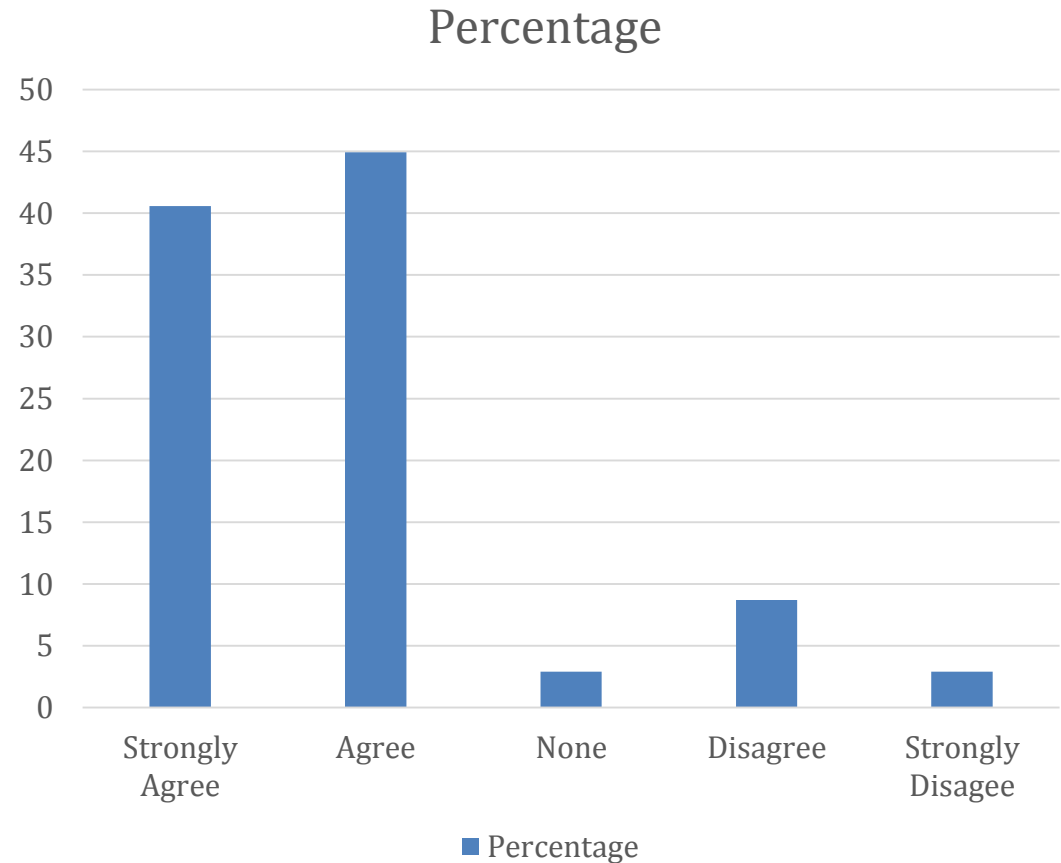
Providing Safe and Compassionate care

Handover

- 64% agreed that handover arrangements between shifts always ensured continuity of care for patients
- 50% agreed that appropriate members of the multidisciplinary team were included in handover
- Only 49% agreed that handover arrangements between departments always ensured continuity of care

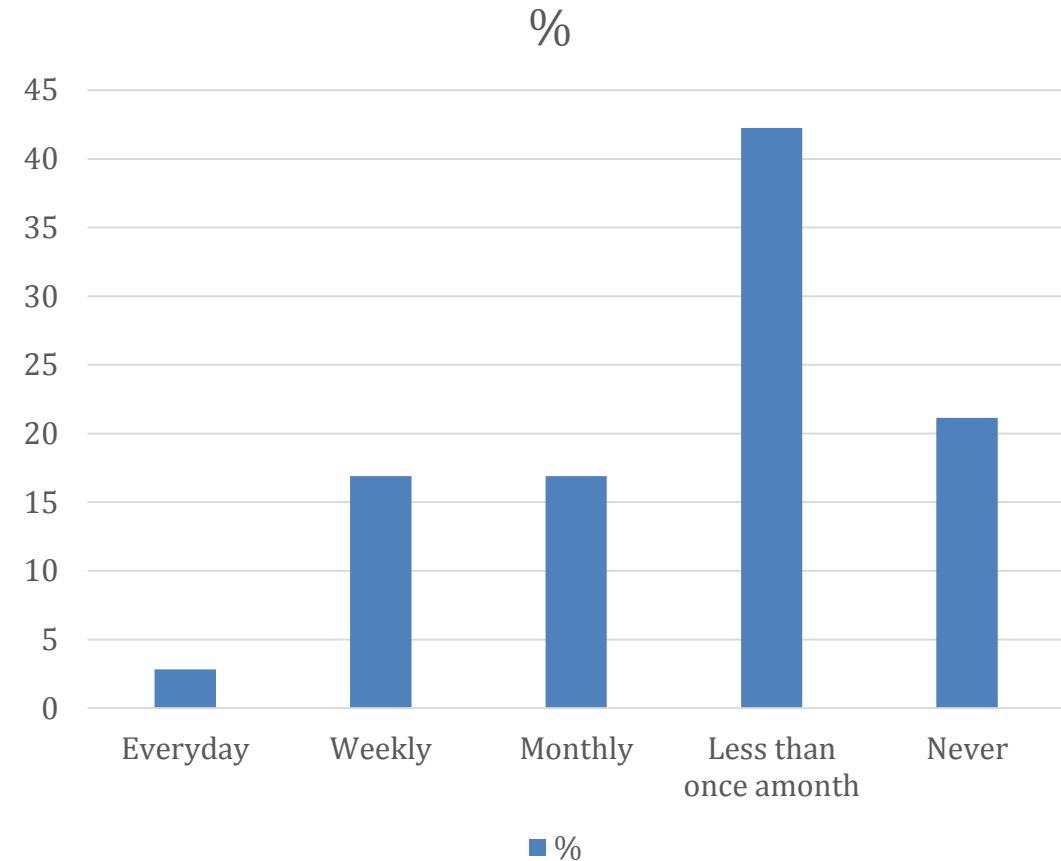
Autonomy of work

- 86 % stated that they are given sufficient independence and clinical responsibility appropriate to their grade
- 65% agreed that in their Department there were enough staff to ensure that Patients were treated by appropriately trained staff



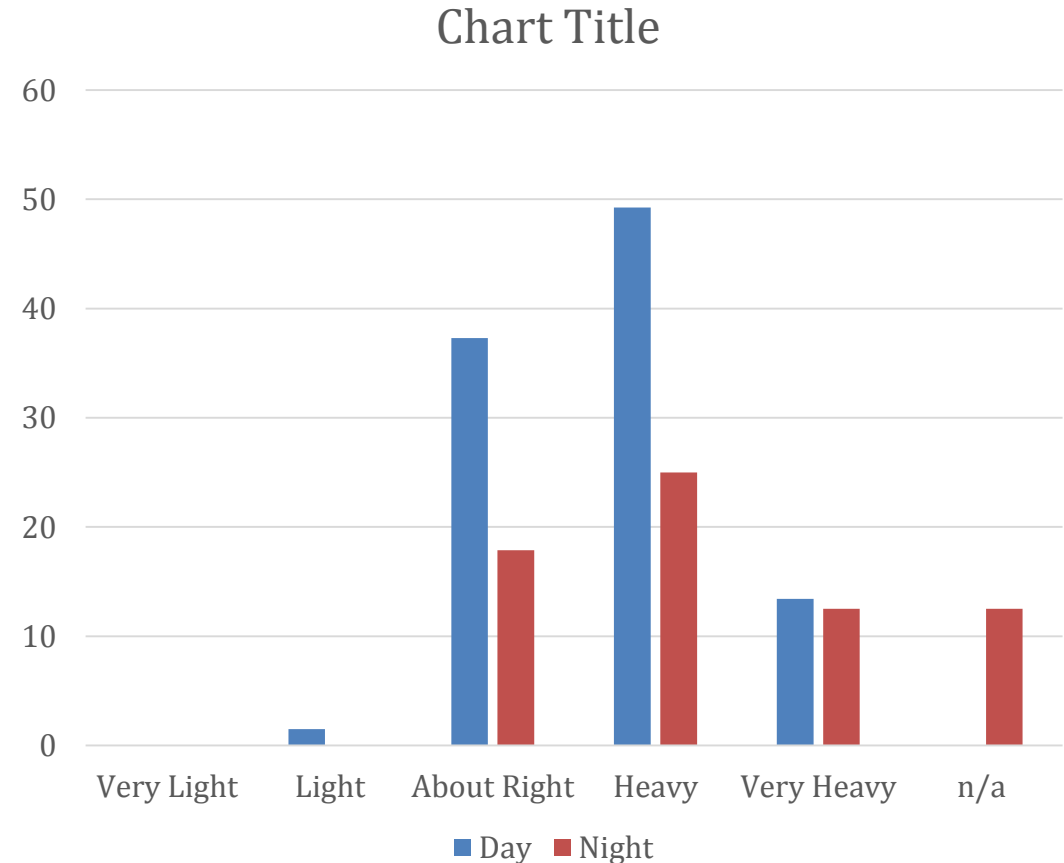
Resources

- 65% agreed that in their department there were enough staff to ensure that patients were treated by someone with an appropriate level of clinical expertise



Work load

- **Day** – 63% rated the intensity of their work during the day as heavy
- **Night** – 38% rated the intensity of their work during the night shift as heavy



Working Environment

- **Team Working** – 76% of respondents agreed that they felt included as part of a multidisciplinary team
- **Supportive** – 72% agreed that the working environment is a fully supportive one
- **Considerate** – 84% agreed that the team members are polite, considerate and respectful of others

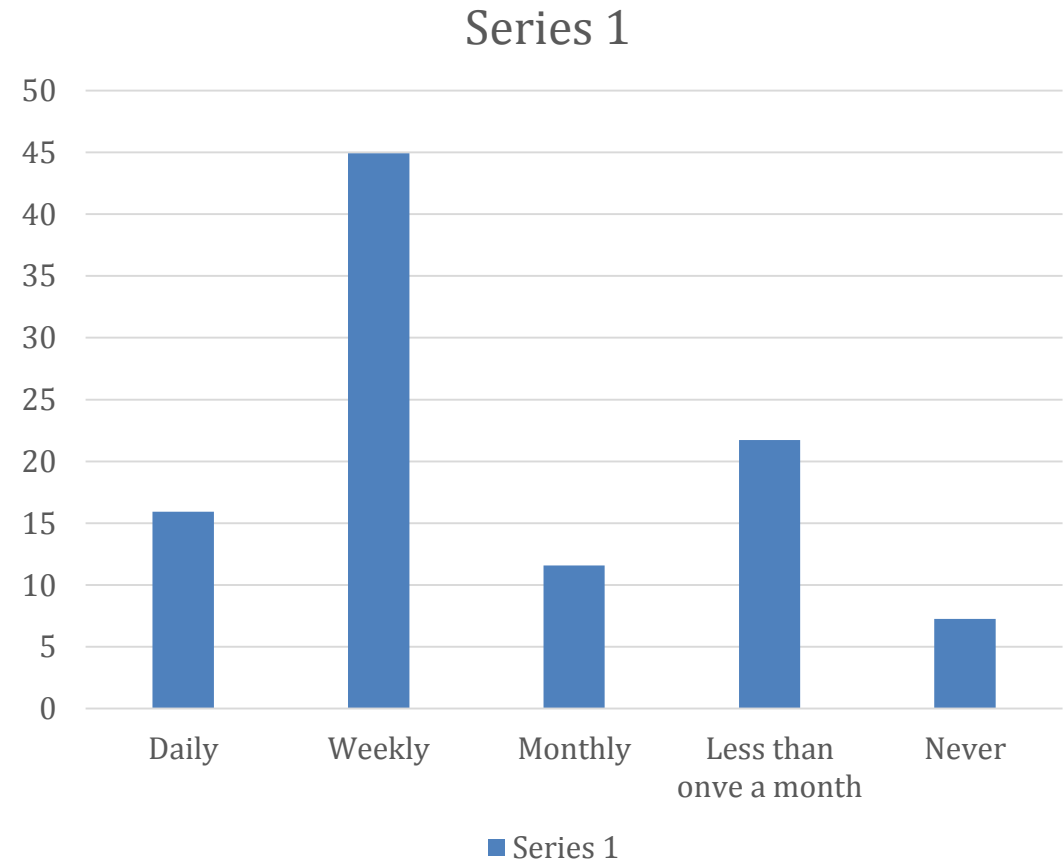


Barts Health
NHS Trust



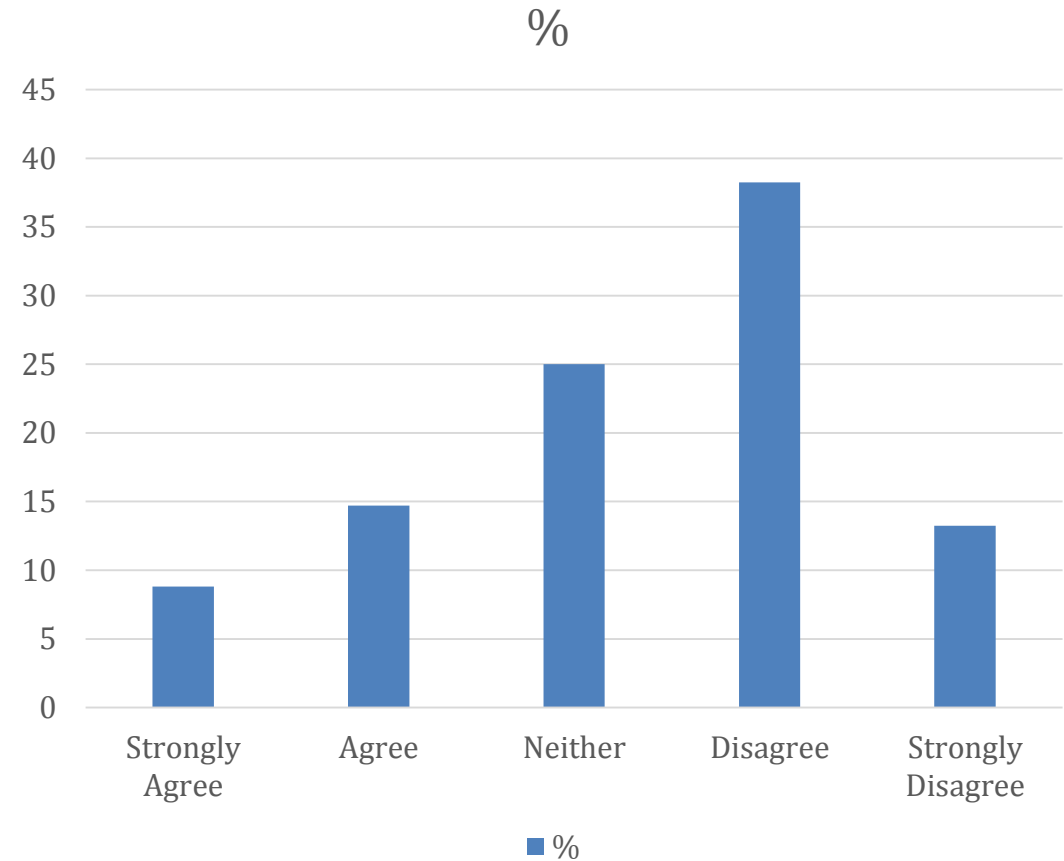
Working beyond rostered hours

- 60 % of respondents work beyond their rostered hours weekly



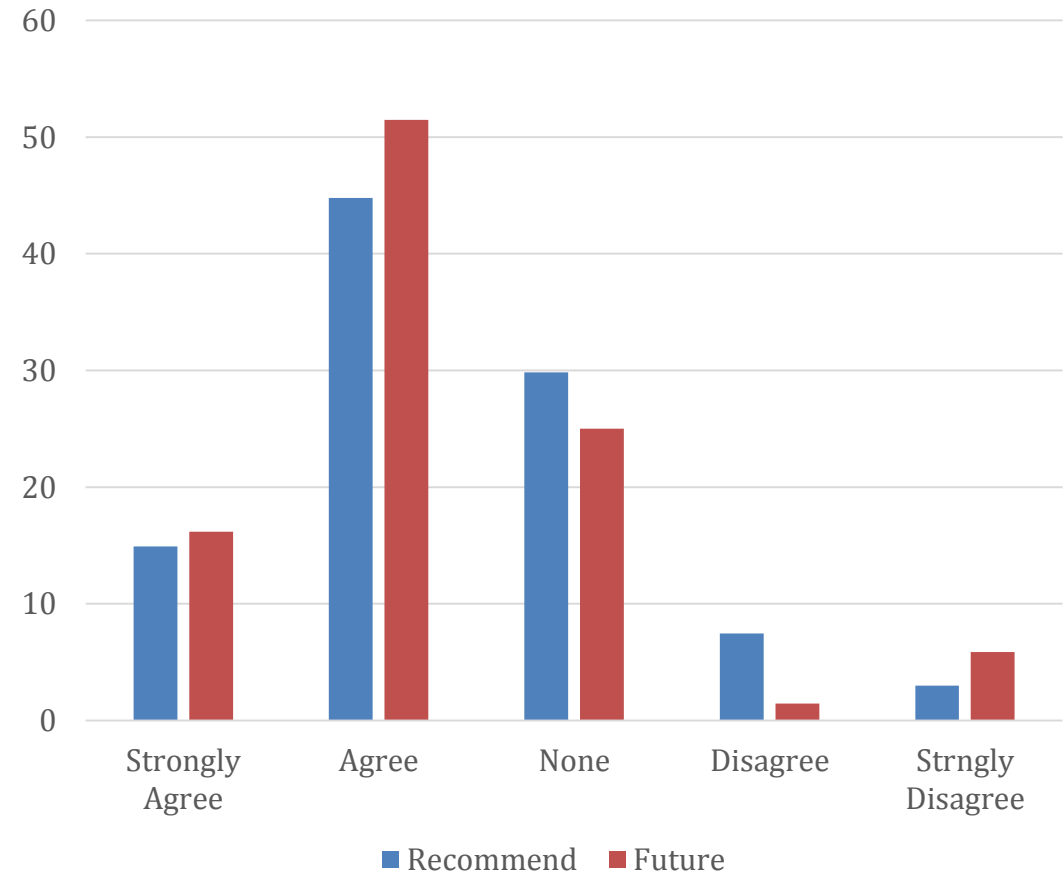
Bullying and Harassment

- 24 of respondents have been a victim of or witnessed bullying and harassment



Recommend this post to a friend/ useful for my future

- 60% would recommend to a friend
- 69% see this post as useful for future career



Comments

- More training opportunities
- Increase study leave funding recognition of SAS grade
- Help with CCSR
- Career guidance
- More specific courses

Barts Health

- **SAS Charter**- to adopt the principles set out in the SAS charter
- **Induction** - to ensure all new SAS Doctors have an Induction, with an extended induction for overseas doctors who are new to the NHS
- **Educational Supervision, Appraisal and Revalidation** – to provide appropriate educational supervision and an annual appraisal, and ensure they satisfy validation requirements
- **Certificate of Eligibility for Specialist Registration (CESR)** - to provide support for those SAS doctors who wish to progress their careers by obtaining a certificate of eligibility for specialist registration (CESR

Barts Health

- **Leadership and Management opportunities** - to encourage SAS doctors to apply for management, leadership, training and research roles
- **Annual Survey** - to carry out an annual survey focusing on their professional development aspirations
- **Study Leave** - to have access to study leave and funding in line with Trust study leave policy

Barts Health

- **Careers advice** - to run regular career workshops for CESR and applying for management and leadership posts in the Trust
- **Annual Conference** - to run an annual Conference for SAS doctors to provide additional development and networking opportunities
- **Doctors in Difficulty** - to provide support for doctors in difficulty experiencing health or performance issues

Barts Health

- **Personal Development Plans and E portfolio** - to encourage our SAS Doctors to have personal development / learning plans and to document their achievements using an eportfolio
- **Training and development** - to provide a range of training and development opportunities including educational supervision training, leadership and management skills training, clinical training and regular Study Days

Thank You