

SAS Newsletter Spring 2012

BAD SAS sub-committee

The role of the Specialty Doctor, Staff Grade and Associate Specialists' subcommittee of the British Association of Dermatologists is to develop job descriptions and monitor posts in order to support Staff and Associate Specialist doctors working predominantly in secondary care dermatology, to offer career advice particularly in relation to flexible careers and to liaise with the RCP, BMA and other organisations working to improve service conditions and training opportunities for this grade of doctor.

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Please email Monica (monica@bad.org.uk) if you have any SAS queries and she will forward your email to the BAD SAS sub-committee member who is most likely to help you. Also let Monica know if you have any news that you think will be of interest to other SASs and the sub-committee.

SAS Representatives on other BAD Committees:

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Conference and Events Committee

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SAS Database

There are approximately 138 SAS grade doctors working in predominantly or exclusively in secondary care dermatology. The April 2011 analysis of database information may be seen via this link <http://www.bad.org.uk/site/624/default.aspx> .

If you know of any SAS doctors working in dermatology who have not yet communicated with us please do ask them to contact Dr Sandeep Kamath, Database Representative, drsandeepkamath@gmail.com so we can update our records and keep everyone informed of matters of interest to SASs.

Clinical Dermatology Update Meeting (CDU)

Dr Glenda Hill and the BAD Conference Department have again kindly organised this year's Clinical Dermatology Update Meeting. It will be held at the Hilton Hotel at Manchester Airport on Thursday 11th and Friday 12th October 2012. To book a place and to receive further information please contact the BAD conference manager at Christopher@bad.org.uk To view the provisional programme, please use this link: <http://www.bad.org.uk/site/1258/default.aspx>

Career Development Funding

SAS Funding in Scotland

The Scottish government has confirmed £1.2m for the training and development of SAS doctors over 3 years, to be shared with the Reshaping the Medical Workforce project. This project is part of a Scottish move towards a health service predominantly delivered by trained doctors, with reduced reliance on trainees.

<http://web2.bma.org.uk/nrezine.nsf/wd/BSKN8QMGVS?OpenDocument&C=21+January+2012>

Travel Fellowships:

BAD/Dowling Club SAS Travel Fellowships

Two travel fellowships of £500 each are available each spring specifically for BAD and/or Dowling Club members who hold SAS posts and who wish to visit dermatology centre or attend a dermatology meeting overseas. The **closing date** for applications is **20th May**

2012. An application form and further information can be downloaded from the education site at the BAD member's website. <http://www.bad.org.uk/site/181/default.aspx>

BAD Travel Research Taster/ Travel bursaries

Joint NIHR/BAD travel and research taster/visit bursaries

The National Institute for Health Research Senior Investigators (Professors Chris Griffiths, Frank Nestle and Hywel Williams) and the British Association of Dermatologists are inviting applications to promote interest in developing careers in UK dermatology research.

The following prestigious awards are being offered:

- A **travel bursary** to attend a key dermatology scientific meeting such as the BSID or ESDR. Up to **£500** will be available for each award and up to **six awards** will be available for 2012. The awards are best suited for a researcher (*clinical or non-clinical*) at a relatively early stage of their career who wishes to present their work at a scientific meeting. Applicants should be resident in the UK and working in a recognised *clinical or non-clinical* training environment.
- A **research taster/visit bursary** to enable someone who is thinking about doing dermatology research or somebody at a relatively early stage of their research career to visit a research department to get a taste of research in that department or to initiate further research collaborations. The location of the research centre need not be limited to the UK, and the type of research can range from basic science to health services research. Up to **£500** will be available for each award and up to **six awards** will be available for 2012. Applicants should be resident in the UK and working in a recognised *clinical or non-clinical* training environment.

Further details are available from the BAD website at:

<http://www.bad.org.uk/site/1469/default.aspx>

Closing date for both sets of applications is **Friday 14th September 2012**.

BAD SAS subcommittee

Specialty Doctor, Staff and Associate Specialist Sub-Committee Vacancies

Two vacancies will be available from July 2012 on the Specialty Doctor, Staff and Associate Specialist Sub-committee. These will be announced nearer the time in the BAD Newsletter and applications will be invited from SAS doctors who are BAD members. The committee meets three times a year under the chairmanship of Dr Helen Horn.

Matters of current interest include postgraduate career development funding and the specialty certificate examination. If you would like to be involved, please send a brief

personal resume to Monica Parrondo (Monica@bad.org.uk), outlining your background, details of your current post and the skills you can bring to the committee. The closing date for receipt of applications is Friday 31st August 2012.

Dowling Club weekend,

The Mecure Shakespeare Hotel, Stratford-Upon-Avon, 27th - 29th April 2012

The next Dowling Club weekend combines a Dermatopathology (Skin Cancer) theme and Business Skills for Dermatologists, to be held in Stratford-upon-Avon.

On Friday 27th April there is a full-day **Joint Meeting with the British Society for Dermatopathology**, giving useful and practical talks for Dermatologists on topics relating to Skin Cancer. One highlight will be a lively debate on whether keratoacanthoma really exists, and whether it should be treated the same or differently as squamous cell carcinoma (For: Dr Richard Carr, Against: Dr Peter Colloby)

There will also be a Quiz with participants trying to diagnose real cases from the glass slides using their dermatoscopes instead of microscopes (please bring your dermatoscopes!).

Saleem Taibjee will talk about “Shakespeare and the Skin” to whet the appetite of those planning to take in some of the varied cultural options in Stratford during this weekend.

On Saturday 28 & Sunday 29 April, Julia Schofield & Neill Hepburn will run further highly successful “**The Business of Dermatology**” sessions aimed at trainees, SAS doctors & newly appointed consultants

Social events

Friday evening will be a **Medieval Banquet** with entertainment at **Warwick Castle** (cost TBC).

On Saturday morning there is a **Guided Walking Tour of Stratford**.

Saturday afternoon will give those not attending the Business Skills sessions an opportunity to attend a production of the **Royal Shakespeare Company** at the new and highly acclaimed Royal Shakespeare Theatre. The matinee performance is **The Comedy of Errors** (1.15pm). For those who have not already previously informed Rose or Saleem of request for theatre tickets, attendees may book directly with the theatre <http://www.rsc.org.uk/whats-on> but note that tickets tend to get booked up quickly.

Saturday evening dinner will be at the Mercure Shakespeare Hotel. Further details available from j.k.schofield@herts.ac.uk

Dermatology Curriculum:

The following links will take you to the current dermatology curriculum on the websites of the joint Royal Colleges and GMC:

<http://www.jrcptb.org.uk/specialties/ST3-SpR/Pages/Dermatology.aspx>

<http://www.gmc-uk.org/education/dermatology.asp>

If you require further information please contact Dr Shaheen Haque (BAD Trainee representative) shaheen.haque@doctors.org.uk

Dermatology Forum BAD Website

Just to remind you of the dermatology forum on the BAD website open for comments and discussions. <http://www.bad.org.uk/site/1377/default.aspx>

Psychodermatology course

This report has been submitted by one of our SAS colleagues and may be of interest to you.

“I went on a psychodermatology course organised by the EADV in 2010. They do courses for SpRs and the following year is for consultants and SAS doctors - experienced doctors. This year it will run 19th to 22nd July. It is held in Brussels. Enough to do for other family members if they go with you. Eurostar makes for an easy journey. It was an excellent course and a good way to meet European colleagues. This is the web site link if anyone is interested.

<http://www.eadv.org/fostering-courses/current-specialists-courses/2012-training-course-psychodermatology/>

General news:

1 An SAS doctor has been appointed as medical director of the largest police force in the UK. It is the first time an SAS doctor has held the post. London associate specialist in emergency medicine Meng Aw-Yong formally begins the role at the Metropolitan Police forensic services. In another first for SAS doctors, he also takes over as president of the clinical forensic and legal medicine section of the Royal Society of Medicine next month. Dr Aw-Yong said the appointments demonstrated there were no limits for SAS grades who applied themselves. He told BMA News: ‘I have to thank the Department of Health career development money for providing me with some of the leadership and management skills that have helped me to obtain these positions. ‘This emphasizes that the sky is the limit for SAS doctors, and how important it is that the DH money continues.’

2. A specialty doctor has demonstrated the leadership potential of SAS grades by becoming a public governor at a foundation trust. Cambridgeshire general surgeon Surendra Paul has begun the three-year post at Papworth Hospital NHS Foundation Trust. Dr Paul, a new member of the BMA staff, associate specialists and specialty doctors committee, said his governance position would involve holding the trust to account. He

compared his new role to being an MP, and said: 'You represent the views of your constituency — mine is Cambridgeshire — to the management.' He encourages other SAS doctors to take on similar roles at foundation trusts, and said: 'we are really senior doctors. Just because we do not hold the post of consultant we are devalued and people literally don't know if we are fish or fowl. It is about trying to forge an identity.'

3. The AoMRC (Academy of Medical Royal Colleges) has endorsed staff, associate specialist and specialty doctors as educational supervisors and appraisers. The BMA has also received increasingly positive feedback from individual Royal Colleges on these roles for SAS doctors. Earlier this year, BMA staff, associate specialists and specialty doctors committee chair Radhakrishna Shanbhag asked the AoMRC to support SAS doctors who wanted to take up these positions. A letter from AoMRC chair Professor Sir Neil Douglas to Dr Shanbhag says: 'I had to obtain the views of the individual colleagues, as the academy did not have an agreed position on this. 'The clear consensus view is that provided they have the appropriate knowledge, skills and training, SAS doctors are eligible to become educational supervisors and appraisers. Dr Shanbhag has also been in contact with individual medical royal colleges, and the majority has now responded in a positive manner, with some caveats about the importance of context, individual ability and skill, and leadership. He is in the process of trying to develop a uniform deanery approach on the issue with the Conference of Postgraduate Medical Deans. Several organisations are already supporting enhanced educational roles for SAS doctors. Lancashire Teaching Hospitals NHS Foundation Trust SAS tutor Rajesh Kumar said his director of medical education allowed SAS doctors who were academic advisers to apply for honorary lectureships with Manchester University. He said: 'this is something that recognizes your role as a teacher. To be able to get formal recognition is important to our profile.' West Midlands regional SASC chair Siraj Natalwala said that Birmingham University allowed SAS doctors to be mentors and hold honorary senior lecturer titles, on the recommendation of his deanery.

Gloucester specialty doctor in genitourinary medicine Kim Botly stressed the importance of education and teaching roles in career progression, and explained that SAS doctors needed to demonstrate various non-clinical activities, such as teaching, to get through threshold two on their new contracts. She told BMA News: 'there is an expectation that you teach in your contract to get through threshold two and not just in an ad hoc way but also in a formal way. Therefore the colleges should have a position on this.'

4. The BMA has welcomed moves by the AoMRC (Academy of Medical Royal Colleges) to establish an SAS (staff, associate specialists and specialty) doctors committee. The committee, which has had its inaugural meeting, will provide SAS representation on academy committees covering issues such as revalidation, standards, education and training. The group consists of SAS committee chairs from eight medical Royal Colleges, and has been formed from a previous committee that was not part of the academy. BMA staff, associate specialists and specialty doctors committee joint deputy chair Raj Nirula welcomed the development. He said: 'I think it will be helpful for our grade

in negotiating issues such as supporting professional activity time and our role as SAS tutors, trainers and educational supervisors.’ AoMRC joint college SAS doctors chair Joanna Lawson said the academy was frequently asked to provide cross-professional consensus on issues, and SAS doctors would be included in this process for the first time. She told BMA News: ‘This is a great opportunity for SAS doctors to be involved with the AoMRC.’

5. SAS doctors at special health authorities are being reminded they can apply for career development funding. Doctors at these organisations in England are advised to contact their deanery if they have difficulty accessing government money. The BMA staff, associate specialists and specialty doctors committee had heard reports that some of these doctors were not being offered development funding and sought clarification through NHS Employers.

SCE

The BAD Officers have very recently agreed the following:

“SAS dermatologists who have worked full or part time, continuously or in aggregate, in one of the nationally recognized SAS grades for a minimum of 4 years” should be eligible to sit the Specialty Certificate Examination in dermatology. SAS doctors should not have been on the GP specialist register during this period. SAS dermatologists wishing to take the examination and who meet the above criteria are not required to be in possession of MRCP. SASs who successfully gain the Specialty Certificate in Dermatology and who also possess MRCP will be entitled to apply for the post nominal “MRCP(UK)(Dermatology)” if they are also in possession of a Certificate of Eligibility for Specialist Registration (CESR).”

Although not perfect, this agreement will open the door to SASs wishing to take the exam. We still await formal agreement with the Royal Colleges, which should not be a problem and have to create an application process.

Further SCE practice sessions are on the e-learning web site: <https://e-learningforhealthcare.org.uk/>

The exam consists of two 3-hour MCQ papers each having 100 questions. I understand, from speaking to doctors who have taken the exam that the pass mark is in the order of 67%.

Joint College SAS Conference – “Going for Gold” 27th January 2012

Dr Sue Walsh has very kindly submitted this report following her visit to the “Going for Gold” Joint College SAS Conference in January of this year.

This one-day conference was the second event of its type aimed at providing SAS doctors with advice from experts in Medical Leadership. Jo Lawson, who organised the meeting,

chaired the first session and we were welcomed by Sir Richard Thompson – RCP President. The focus was on resources to support SAS doctors in developing their careers as leaders or through service development or by applying for CESR and the inspiring experiences of those who have succeeded in developing and expanding their careers.

Keynote Introduction

Professor Neil Douglas of the Academy of Royal Colleges began by describing the structure and function of the Academy, the main areas being Education and training; Revalidation; Improving Quality of care; Medical Leadership and Liaising with Government and Professional bodies. The Academy and colleges can support SAS doctors through CPD, identifying training needs, facilitating access to training and with applications for CESR. CESR is not yet seen as truly equivalent to CCT but Prof Douglas is hopeful that when the GMC ‘Patel Review’ publishes its consultation document this March, it will recommend a prerequisite time spent within the NHS and a system of assessment that is transparent and transferable. This would take away the ‘stigma’ of the CESR. The Revalidation process needs to be simplified and he acknowledges the SAS doctor’s problems in providing outcome and workload data. There is now an intercollegiate Academy SAS Committee as well as SAS Committees for most colleges.

Clinical Leadership

Mr Peter Lees is the founding director of the new Faculty of Medical Leadership and Management whose objective is to determine and establish standards and competencies for medical leadership, management and quality improvement. He commented on the way the NHS is portrayed in the media as a wasteful drain on the nation’s resources and the onus is on us to understand and interpret the data on the NHS to avoid misinterpretation by others. We should get involved in audit and try to influence service decisions, find solutions and drive change (which may sometimes be unpalatable). He encouraged us to join the faculty to take part in the online forum, avail ourselves of educational opportunities including e-learning and use the interactive map of local resources. There is a Medical Director’s Clinical Fellow Scheme up and running. The faculty are setting up resources to assist doctors making the transition from one grade to another and they aim to have an advocacy role. For those wanting to know more, Mr. Lees’ email address is Peter.lees@fmlm.ac.uk

Before the lunch break there was an interactive session on “Making the Most of Educational Opportunities through Appraisal” where we reflected on our understanding of appraisal, and watched a video clip of a poor appraisal to identify, utilising Gibbs Reflective Cycle, where the opportunities were missed in gaining maximum benefit. Throughout the morning the Chairs for each session told of their own career pathway. Dr Chaturvedi emphasised the advantages a clinician, with their local knowledge and understanding of patients’ needs, has in influencing patient care and service development. He stressed the need to get involved and engage with stakeholders and seize the opportunities that come our way. It was a common theme – Dr Hilary Cooling’s initial training role spurred her to a PG certificate in Medical Education and hence to SAS

Associate Dean then Lead Associate Dean for SAS. Being involved on committees and bodies outside your Trust as an “ear to the ground” brings benefits to the Trust.

From the Medical Director’s Office

To start the afternoon session Dr Paul Harrison highlighted the positive aspects of career development advising us to plan our strategy with realistic medium and long-term goals, choosing an area where you will stay motivated. Seek advice widely including from management (managers will be helpful with costing) and try to chime with the Trust’s strategy. Beneficial service reconfiguration is likely to be smiled upon. When entering negotiations it helps to bring a reputation for hard work and helpfulness and to have done your homework.

Niche Careers

Dr Meng Aw-Yong spoke of his extraordinary career trajectory. He was content to go along with his SAS career in emergency medicine, indulging his motorcycle passion when the need to pursue a grievance via the BMA led him join the BMA SAS committee, serve as secretary and vice chair and then join FASSGEM (SAS in Emergency medicine). Further diplomas followed, more appointments and several publications. He is the first SAS president of the Clinical Forensic & Legal Section of the RSM, first SAS medical advisor to St John’s Ambulance and first SAS medical director for the Metropolitan Police Service (see General News above). His grade proved no bar because of the skill mix he had acquired. His advice was to put in extra effort, adapt to change, go on courses to extend skills, take on audit and plenty of CPD, keep appraisal up to date and utilise DH funding.

Releasing Potential and Enhancing Careers

Dr Sue Morgan described how coaching and mentoring can benefit mentor and mentee and how SAS doctors are well placed to lead by creating consensus, setting an example, articulate vision and, by asking wise questions, exert influence. The London Deanery has been running a successful mentoring service for some years. The GMC recommends mentoring and doctors should actively seek mentoring during periods of change.

Our Chairs for the afternoon were Mr Jonathan Eason, Chair SAS Steering Group, Royal College of Ophthalmologists and Dr Laurie Baxter, chair of the ENT SAS Committee. Dr Baxter had a particular illustration of the need to capitalise on adversity. She was made redundant by her Trust last year – her salary being the requisite amount of saving for the department. She is now locum consultant at Aintree hospital. Again, the message is to go the extra mile, be flexible and take the opportunities that present.

Going for Gold – Motivation for Elite Athletes

Dr David Fletcher spoke of the sacrifices that elite sportsmen make to achieve their goals. We can learn from the mindset of the athlete when it comes to setting and attaining our career objectives.

In conclusion - we were certainly inspired by the speakers who had made the most of their opportunities and the practical advice will prove invaluable.

BMA SAS Handbook

The SAS e-handbook is now available on the BMA website. The BMA have included a BMJ portfolio tool to the e-handbook where you can track CPD points for appraisal and revalidation, store evidence of learning actions, and record past, current and future planned activities. There is also access to video footage for appraisal, CESR guidance etc. Please let the BMA know what you think by sending your comments or suggestions to **info.sasc@bma.org.uk**.

<http://www.bma.org.uk/sashandbook>

Congratulations:

Many congratulations to Dr Prakash Gowda who was successful in his CESR application in February 2011 and has taken up a Consultant post in Scunthorpe.

I hope that the above information is accurate and up to date. If you see any inaccuracies, or if you would like other items included, please let me know.

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