

SAS DOCTORS – INFORMATION FOR APPRAISERS

SAS (Staff Grade, Associate Specialists and Specialty) Doctors and Dentists make up approximately 25% of the senior medical workforce in Scotland. As for Consultants, Appraisal is a contractual obligation for all SAS doctors who are asked to reflect and review their practice in preparation for Revalidation.

The SAS grade encompasses doctors who may be at widely differing stages of their medical careers. Some newer Specialty Doctors may have only 4 years post-graduate experience with a minimum of 2 years working in their specialty while those further on in their careers, or who are in Associate Specialist posts, will have many years of specialty experience. Career goals may vary depending on the stage of career and may include re-entry to Specialty Training, Specialist Registration via CESR application or enhancement of Clinical, Educational, Managerial, Appraisal or other extended roles within their SAS post.

Appraisal – and especially PDP discussion – offers SAS doctors a valuable opportunity to reflect on their career development goals both for the coming year and for the longer term. Within the Appraisal discussion process the opportunity to explore ways to enhance career and personal development is important for all SAS doctors as it is recognised that this is linked to delivery of good patient care. For SAS doctors who have entered the grade near to the start of their medical career journey the opportunity to discuss their career plans with their Appraiser may be especially valuable.

SAS Dentists

Consultant and SAS dentists who are registered with the GDC are required to complete 10 hours of verifiable CPD every 2 years and log activity yearly. [Further information is available here](#)

Career Development Advice and Support for SAS Doctors and Dentists in Scotland

The [SAS Charter for Scotland](#) supports the career and educational development needs of SAS doctors.

In Scotland, all SAS doctors and dentists are supported by the NES based [SAS Doctors and Dentists Development Programme](#) whose aims are to provide Scottish Government funding for SAS doctors and dentists in order to support them in developing new or improved clinical services, or to enhance their role within the clinical team where funding is not otherwise provided by the employing Health Board. It would be appropriate to discuss a potential application to the SAS development fund as part of the PDP discussion, aiming to develop the SAS doctor's skills to improve their contribution to the clinical team and thus help to improve patient care.

SAS doctors and dentists have access to a local [SAS Education Advisor](#) via the SAS Programme who can discuss funding applications and offer support with career planning.

Extended Roles for SAS Doctors and Dentists

SAS doctors may consider undertaking extended roles such as Teaching, Training, Appraisal, Management, Royal College, NES (Scotland Deanery) and BMA roles. Training

may be required or desirable for these roles. Information on extended roles for SAS is available on the [NES SAS Development Programme website](#).

Where SAS doctors are actively involved in Undergraduate teaching, they should discuss with their local University Medical School whether they are eligible for **Honorary status**.