



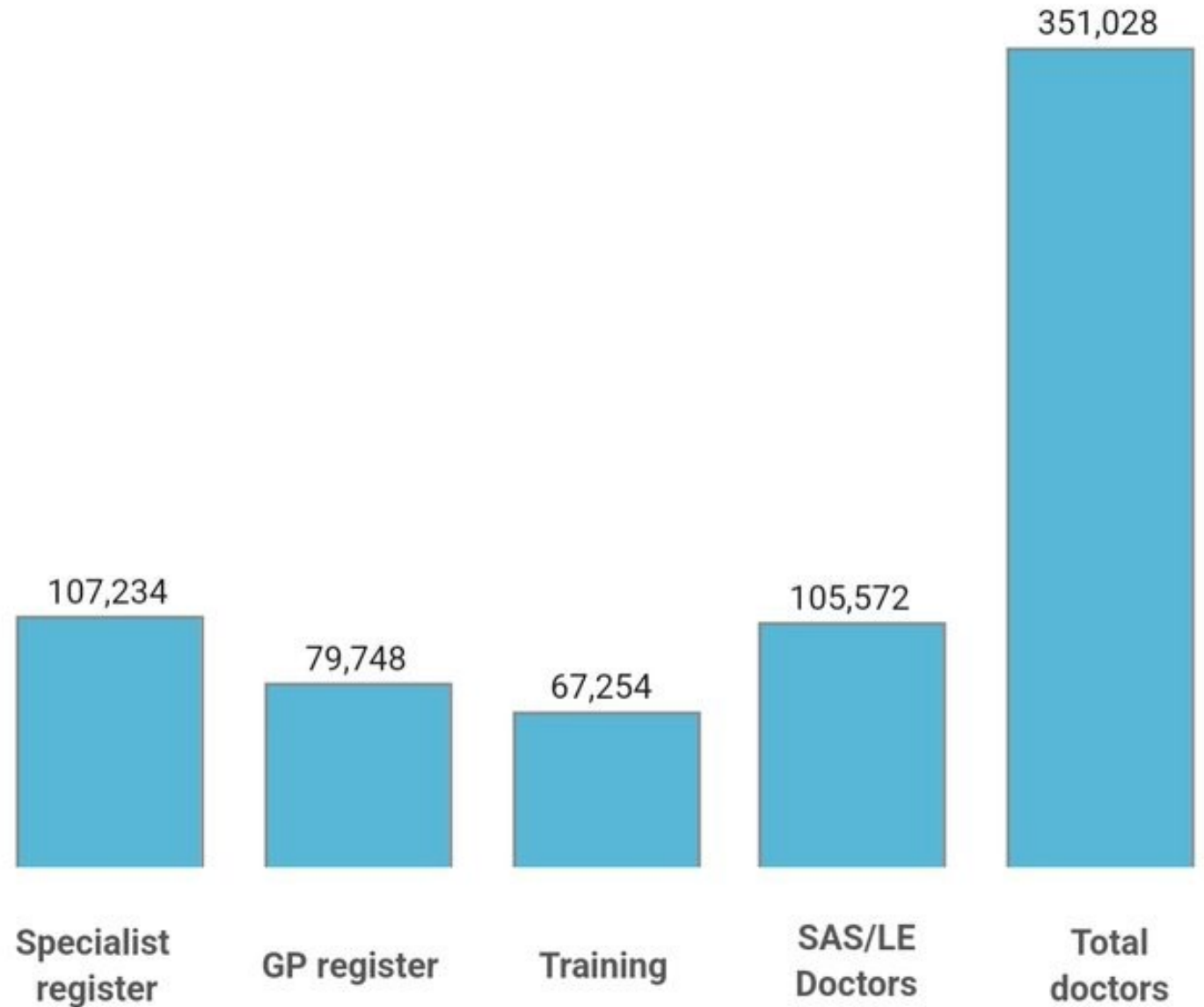
# SAS psychiatrists

**Dr Lily Read**  
**Chair, RCPsych SAS Committee**

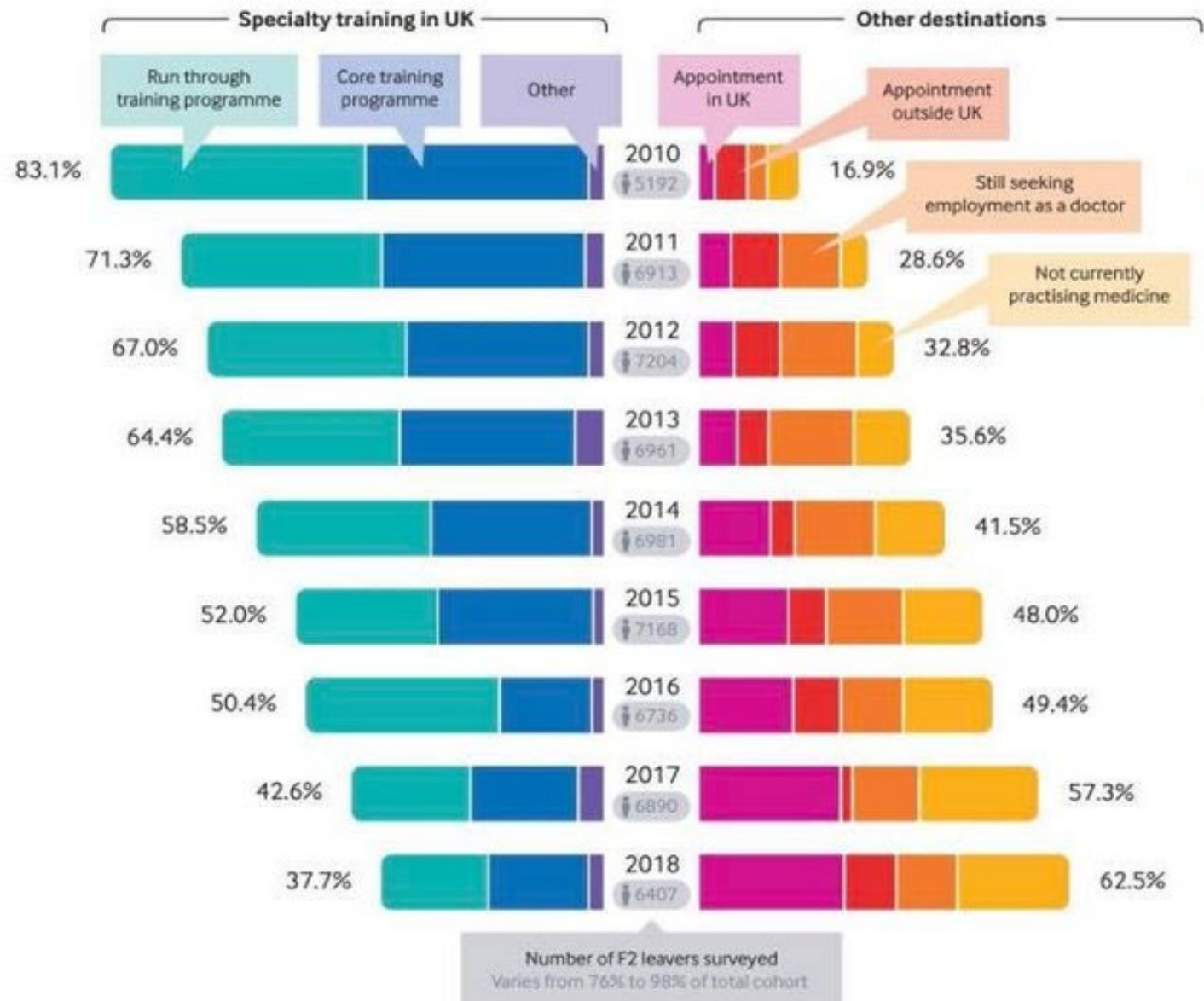
**Dr Nick Barnes**  
**SAS CAMHS psychiatrist**

**February 2023**

# UK medical workforce- GMC register data



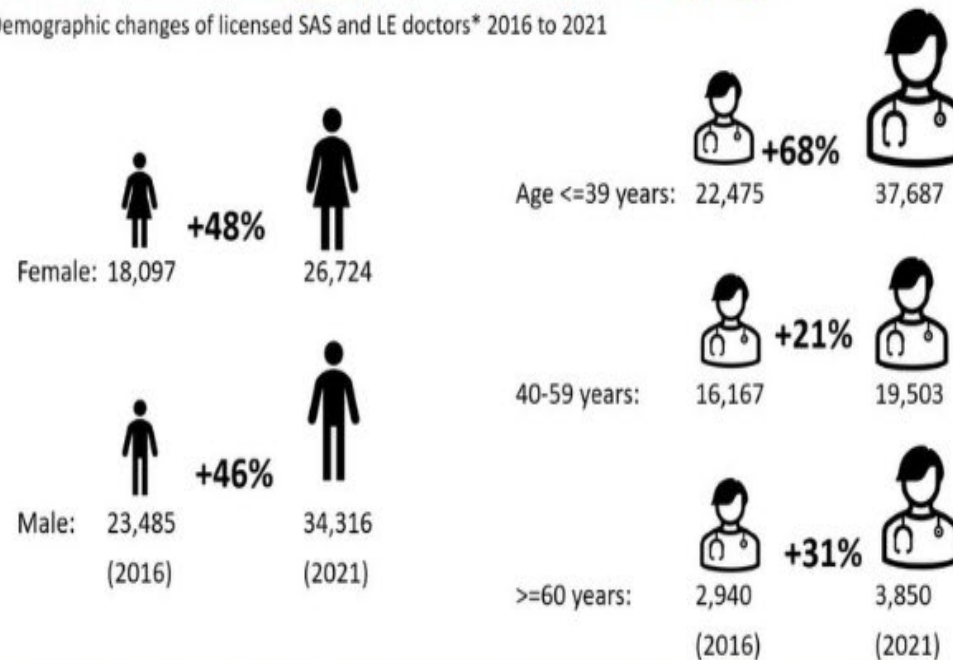
# Medical workforce trends



# Demographic changes

## How is the demographic makeup changing?

Demographic changes of licensed SAS and LE doctors\* 2016 to 2021



40 \*Based on data from 2021 as published at [www.gmc-uk.org/statemep](http://www.gmc-uk.org/statemep) in the reference data section, register tables, tables 96 to 101. Note that SAS/LE are defined as any licensed doctor not on the GP not Specialist registers, and not in a training post. "BME" here refers to Black, Asian, Mixed and Other GNS. General Medical Council



The state of medical education  
and practice in the UK

## The workforce report

2022



If trends continue by 2030 SAS and LEDs will be the largest part of UK medical workforce

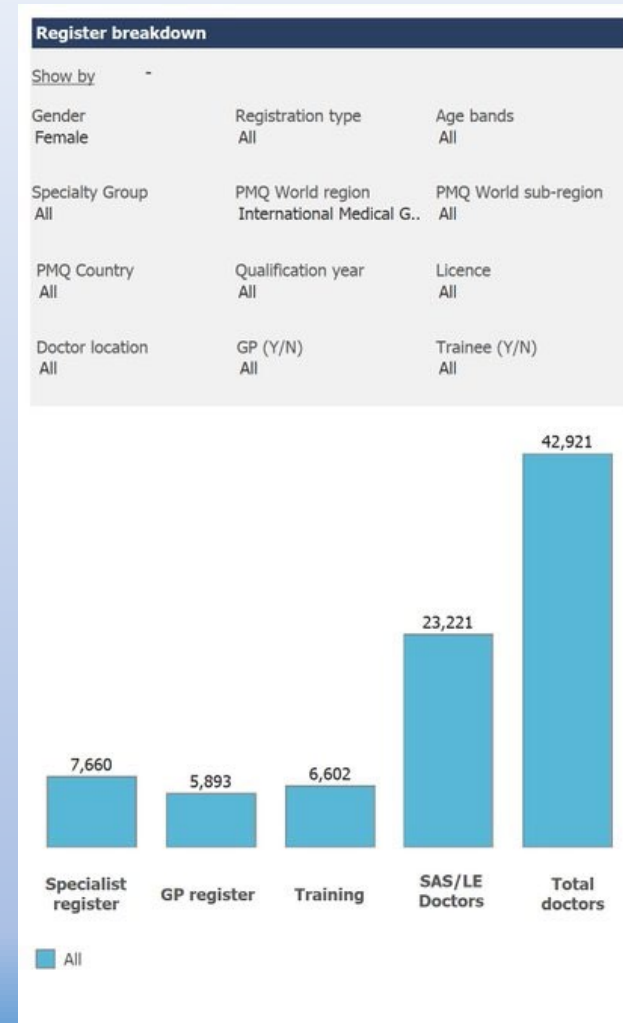
Primary care opening opportunity for SAS doctors

SAS and LE doctors are a valuable asset: we are fortunate to have access to their knowledge and expertise. But the system does not always make the most of their talents. Supporting the varied career aspirations of SAS doctors, either by enabling them to progress further within their chosen specialties or by offering opportunities in different areas of the healthcare system, will be crucial to a sustainable medical workforce.

## Male UK graduate: 2.5 times more likely to be consultant than SAS/LED



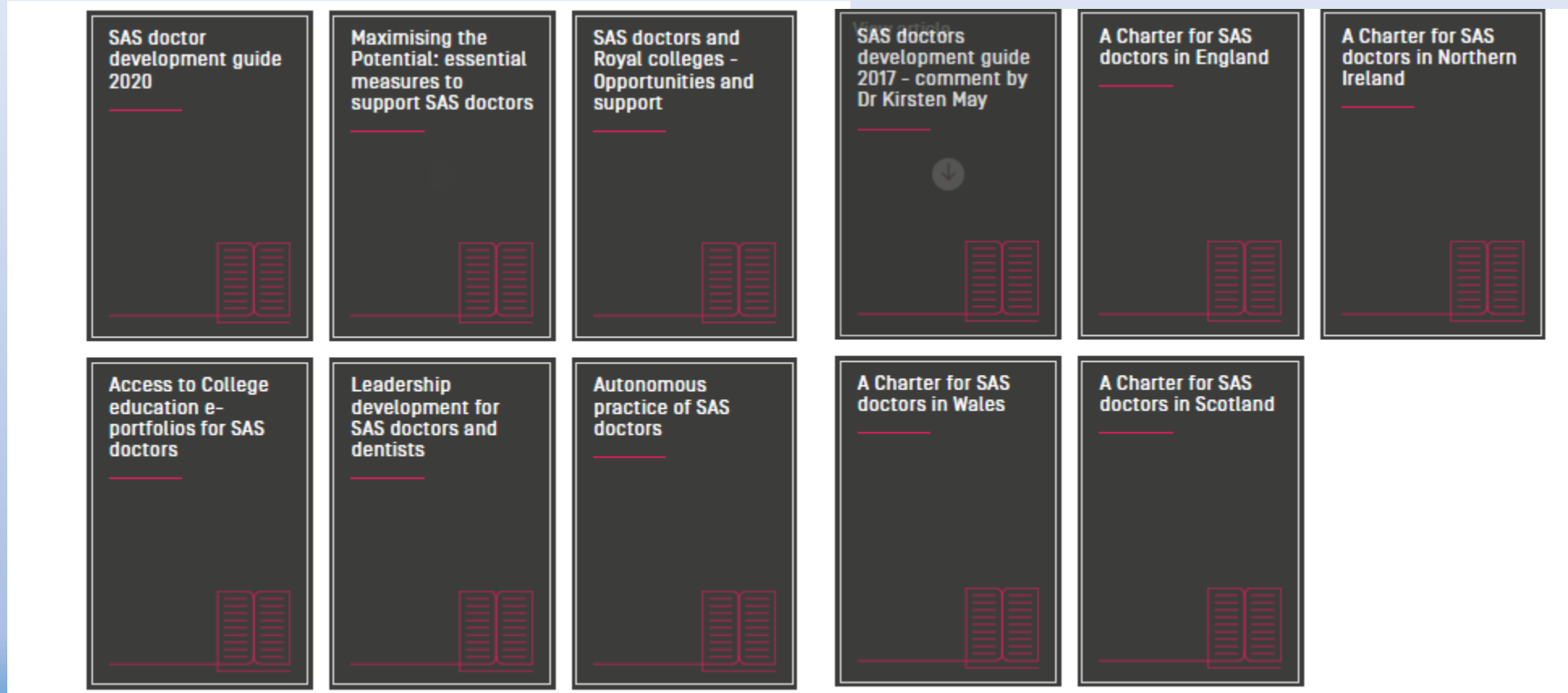
## Female IMGs: 3 times more likely to be SAS/LED than consultant





The Winding SAS Road:  
Many barriers can be  
overcome

# Many national documents with AoMRC, Health Education bodies, NHS employers, GMC as signatories





# ...and many more



National contract with in built career structure and portfolio of evidence needed for pay progression through thresholds

## 2008 SAS contract (Speciality doctor) – 2 thresholds

### Threshold two

While the specific criteria for progressing through threshold two are slightly different for specialty doctors and associate specialists, they both recognise the higher level of skills, experience and responsibility of those doctors working at those levels.

You will pass through threshold two if you have met the criteria for threshold one, as well as those set out below. These are not time dependent and do not all have to be achieved only in the year preceding threshold two.

You should be able to demonstrate an increasing ability to make decisions and carry responsibility without direct supervision, such as:

- involvement in management roles or team leadership
- service development and modernisation
- significant involvement in teaching and training (of others)
- significant involvement in research (where applicable)
- committee/ representative work
- innovation within their area of specialisation
- regular completion of audits to demonstrate high quality work.

## 2021 contracts: Speciality doctor with 1 threshold) and 2021 Specialist doctor

- Generic capability framework for specialists with inbuilt autonomous practice and need for extended roles evidence

# SAS psychiatrists- college data

- 3000 SAS psychiatry posts
- Latest RCPsych workforce census showed a 15.4% increase in SAS posts between 2019 and 2021
- College membership data- accuracy issues
  - SAS status at first membership application
  - Affiliates- average time since joining college 8.5 years



## **REPRESENTATION MATTERS**

**‘ You can’t be it if you can’t see it’**

**‘ If you are not at the table, you are on the menu’**

# A few SAS Educators: Undergraduate

Dr Jamie Read (UK)



 Royal College of Physicians  
@RCPhysicians

A huge congratulations is on order for our SAS lead [@drjread](#) - the first SAS doctor to take up a Dean role in the UK! Fantastic news. 🎉 #SASByChoice

 **Jamie Read** 🇺🇦 @drjread · 14h

Delighted to announce that I have accepted the role as Dean of Medical Education at Cardiff University and will start in September. I will be very sorry to leave colleagues at Peninsula and University Hospitals Plymouth, but hope we can continue our collaborations!

10:38 AM · Jun 22, 2022 · Twitter Web App

## A few SAS Educators: Undergraduate



### **Dr Renato Merolli (IMG Brazil)**

And the winner of HYMS Tutor of the Year is... Dr Renato Merolli [@HullYorkMed](#) [#MedEdAwards](#)  
Particular praise for his outstanding work developing the medical undergraduate curriculum.

11:33 AM · Jun 9, 2021 · Twitter for Android

# A few SAS Educators- Postgraduate

Dr Helen Yandell



2016 became educational and clinical supervisor via the Severn Deanery

2019 became College tutor at Yeovil hospital

2020 became Associate TPD for general internal medicine

A few SAS Educators- HEE Associate Postgraduate Deans

One per devolved nation (NI not yet) , 7 English APDs – 1 per HEE region

Do you know your own APD? Easy to find on your local HEE (Deanery) website

Wales APD is the national lead Mr Rajnesh Nirula





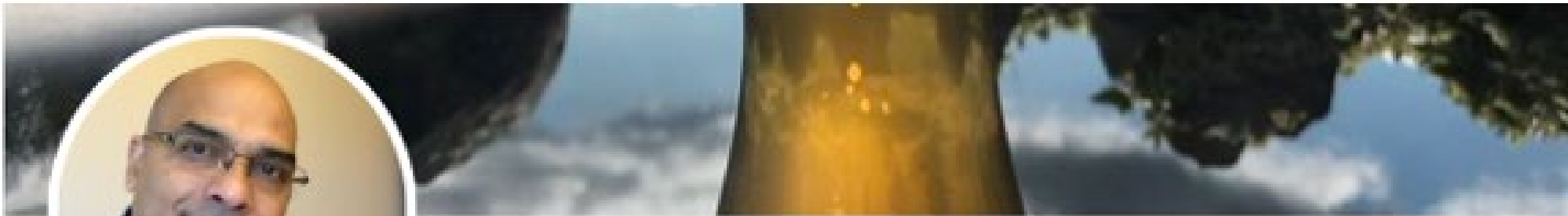

## SAS medical managers

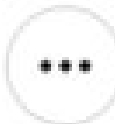



**Dr Monique Schelhase (IMG,  
South Africa)**



**Service Lead Eating disorders**

# SAS medical managers



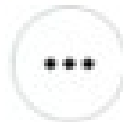
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**Prem**  
@2011prem

Clinical Director, Anaesthetics, peri-operative services and ICU: SAS | AS  

[View profile](#)

# SAS managers



Following

**Dr Anushka Aubeelack** 

@bumblebeenush Follows you

Queen of all wild things | NHS ICU/Anaesthetist + SAS Dr Tutor + Associate Medical Director | Lecturer | Clinical Ambassador & Trustee to [@agooddeath](#)

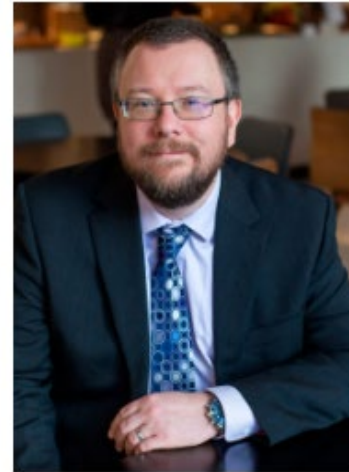
# A few SAS Leaders: Professional organisations/Colleges



Dr Emma Wain, Honorary Treasurer Elect



Dr Robert Fleming, Honorary Membership Secretary Elect



**Our SAS strategy aims to support SAS psychiatrists to fulfil their potential and have a rewarding career via:**

1. Education and research
2. Improving care
3. Influencing system-level change and
4. Belonging to the college



## Education and research

### Develop and recognise

- access to preparation and support for all avenues of their career development, including within grade progression, exams, return to training and CESR
- SAS educators and colleagues who deliver education and training events
- Support SAS academic development, opportunities and recognition

## Improving care

- support SAS doctors developing quality improvement skills and practice
- include in service development and improvement, quality improvement networks and in accreditation

## **Influence system level change**

**Develop SAS doctors as leaders  
and involve them in the college  
influencing networks**  
SAS medical managers

## **Belonging to the College**

**Support inclusion of SAS doctors in  
all College activities**

**Challenge stigma and outdated  
views of SAS doctors**

# A Child and Adolescent Psychiatry SAS story



# #SAsbyChoice in CAMHS

Worked within CAMHS for 20 + yrs

Toyed with idea of CESR – but have actively chosen not to pursue

The role has allowed Flexibility, Creativity and Agency

Recognition that I might bring other skills and interests to the field of CYPMH

- 25 years of work in the Voluntary Youth Work Sector
- Project management – including bid writing (*can't stress how important this is!!*)
- Therapeutic training – CAT therapist
- Academic, research and teaching interests – Hon Associate Professor, UCL

Allowed for leadership roles in Service Development and evolution of ecoCAMHS workstream – Sustainability Champion – jointly held post in CAP Faculty

**But none of this would have been possible** without mentoring and support from peers, consultant colleagues and clinical leads within teams, services, trusts/boards and especially the Child and Adolescent Faculty.