

## How NES can support SAS wishing to re-enter training; noting new processes for CESR-CP/CCT

The GMC published updated “Guidance for Deaneries and Colleges on Combined Programme Applications” which noted a change in policy to commence 18 May 2020, indicating that Doctors on a combined programme who have completed the minimum amount of time training in the UK will qualify for a CCT.

To summarise the Combined Programme: *“Some trainees wish to join an approved specialist training programme having previously undertaken training or gained experience in posts that weren’t prospectively approved by the GMC. The combined programme provides a route through which this previous experience can be recognised and lead to less than the indicative training time spent in an approved programme. Deaneries...and Royal Colleges and Faculties (from here referred to as ‘colleges’) can decide that this non-approved training, experience and/or qualifications has allowed a trainee to develop some of the professional capabilities required by the approved curriculum. The trainee can then enter into an approved training programme above the usual entry point and go on to complete the remainder of the programme within approved posts (although trainees who do not complete the minimum time in approved UK training posts, as defined in EU legislation<sup>1</sup>, will not be eligible for a CCT).”*

This approach will be appropriate for some SAS (Specialty Doctor and Associate Specialist) doctors currently employed in the SAS grade who have gained experience in their SAS post and wish to have their prior relevant experience and skills recognised. These include

- SAS who may wish to re-enter training having stepped off the training pathway previously
- SAS who have not previously been in a formal training role
- SAS who bring experience from training out-with the UK

## Documenting skills acquired in the SAS grade

On being appointed to the SAS grade, the doctor will be linked with their SAS Education Adviser. The doctor is advised that when they take up a SAS post, they are encouraged to keep a record of their practice by using their relevant specialty e-portfolio, access to which is available through their Royal College’s e-portfolio website for an annual tax-deductible fee ([see the list of College website links available here](#)). For SAS doctors, as competencies are achieved, these should ideally be formally signed off on e-portfolio by an Educational Supervisor. As SAS are not formally allocated an Educational or Clinical Supervisor with dedicated time in their job plan for SAS, securing formal sign-off of competencies may prove challenging. SAS should approach their Clinical Lead for support, also ensuring that this is included in their PDP.

## How to enter Training

1. SAS who wish to enter or re-enter Specialty Training will need to apply competitively for a National Training Number <https://www.scotlanddeanery.nhs.scot/recruitment/>
2. The document “Guidance for Deaneries and Colleges on Combined Programme applications” states: [https://www.gmc-uk.org/-/media/documents/guidance---sat---guidance-for-deaneries-and-letbs-re-cp-route---dc5811\\_pdf-65428220.pdf](https://www.gmc-uk.org/-/media/documents/guidance---sat---guidance-for-deaneries-and-letbs-re-cp-route---dc5811_pdf-65428220.pdf)

*“When a trainee is recruited onto a combined programme pathway to specialist/GP registration, the professional capabilities they gained prior to joining the training programme*

*are considered as part of the process of their recruitment. This allows the deanery to determine the appropriate level at which the trainee should enter training (and these capabilities are reviewed at the trainee's first ARCP)."*

3. Most SAS would benefit from formal specialty careers advice if considering applying for ST training. This is particularly important when discussing their previous training and/or experience and how it aligns to the specialty curricula and recruitment eligibility criteria. The SAS Education Advisor can support this process by advising on potential sources of guidance including referral to the relevant Specialty TPD/s or ADs for GP as well as information on College website. Getting more than one opinion may be valuable in helping the SAS Doctor to make decisions.
4. Information is available on the different programmes and posts available in Scotland which includes the training level of the vacancies <http://www.scotmt.scot.nhs.uk/specialty/specialty-programmes.aspx>
5. Information is available on the Oriel recruitment website regarding the eligibility criteria for all posts (Oriel is the application system for all UK training posts) <https://specialtytraining.hee.nhs.uk/Recruitment/Person-specifications>
6. SAS Doctors should compare their experience against the eligibility criteria and identify if there are any gaps. This gap analysis will be useful to share with the TPD/AD who can provide advice on how to improve the application if necessary.
7. In preparation for ST application, recommendations can be made of the specific skills which the SAS doctor could acquire in their current SAS post which would maximise the strength of their application. It may be that some skills may be eligible for SAS Development Fund application – SAS Education Advisor can advise re this and support an application where appropriate.

### **On Entering Training**

8. On appointment to a training programme the SAS doctor will become a trainee with access to the same opportunities as other trainees and described in the Gold Guide.
9. It is important that the trainee has an early meeting with the Educational Supervisor to enable a review of competencies already achieved, mapped to the relevant Specialty curriculum. This will facilitate a discussion about the most appropriate level of ST training to work at within the training department. This, in turn, is important as it will aid the ARCP panel to determine if the trainee has successfully progressed at the end of the training year.
10. It is vital that the trainee advises the Educational Supervisor and TPD at the earliest opportunity if they wish their previous SAS experience to be taken into account.
11. Formal decisions about CCT or CESR/CEGPR date are made at the first ARCP with the information collected over the training year.
12. The deanery (administrator and TPD) will identify that this trainee will apply for entry to the specialist/GP register via the combined programme pathway. The deanery will confirm to the trainee which certificate type it is anticipated that they will be eligible for (a CCT or CESR/CEGPR) upon successful completion of their training. However, it should be acknowledged that this could change if the trainee completes more or less training in the UK than currently expected.
13. The deanery administrator will contact the trainee's college to ask them to approve the enrolment and the level, providing the college with the entry level the deanery believes the trainee should enter at, and the information that has been taken into account in making this decision. This information can be filled in on form CN19 and provided to the college.
14. The deanery administrator will apply to the GMC for approval of a trainee's entry into training at a higher entry point than usual via GMC Connect

The GMC's document clarifies the Deanery responsibilities as

- Identify when a trainee is working towards the award of a CCT or CESR/CEGPR via a Combined Programme application
- Apply to the GMC for approval of a trainee's entry into training at a higher entry point than usual
- Submit information to college in the usual way at the end of training, for trainee to be recommended for a CCT or CESR/CEGPR.

## SAS Application for Training / Re-entry to Training

SAS Doctor discusses plans for ST training application with SAS Education Advisor and locally with Clinical Director

SAS Education Advisor advises the SAS Doctor to use College e-portfolio, look at recruitment information on SCOT MT website, provides SAS Doctor with contact details of Specialty Specific TPD/s or AD/s for GP, and encourages the SAS Doctor to contact them for advice and information.

*(It is important to be aware of the recruitment entry points and eligibility criteria. These are available on the recruitment website SCOT MT. The SAS Doctor should assess their current skillset against the eligibility criteria i.e. undertake a gap analysis.)*

TPD/ AD can suggest requirements to aid the ST training application. The gap analysis undertaken by SAS Doctor will aid this discussion.

The SAS Doctor decides on the most appropriate level of ST training. (Note - there is often only one entry level)

SAS Doctor continues to develop their portfolio for ST training application. Discusses plans with CD and discusses potential SAS Development Funding for additional learning / experiential secondments with SAS Education Advisor

SAS Doctor applies for ST training post

When SAS Doctor enters training, they will have a discussion with their Educational Supervisor as to the most appropriate level to work at within the training department (this will be informed by their experience aligned to the curriculum requirements)

Formal decisions about CCT or CESR/CEGPR date are made at the first ARCP with the information collected over the training year. Deanery admin staff will liaise with College and GMC.