



Southern Health
NHS Foundation Trust



**Specialty Doctor/
Associate Specialist**

**Development
Programme
2011-2012**

**PROGRAMME
HANDBOOK**



Southern Health NHS Foundation Trust SAS Doctor Development Programme September 2011 to July 2012

The Specialty Doctors and Associate Specialist Development Programme that was successfully run in Hampshire Partnership NHS Foundation Trust over recent years will now be available for all Specialty Doctor and Associate Specialists working in Southern Health. As Medical Director I have always supported the development needs of all medical staff in the Trust and in the past Speciality and Associate Specialist Doctors have often missed out on these developments. However as some of you will be aware we receive funding from the Deanery to help the development needs of Specialty and Associate Specialist Doctors. The Programme has been very successfully organised by Dr Roger Palmer and during last year, was facilitated by SAS Doctors themselves. It is hoped that this Development Programme will support those SAS Doctors who wish to apply to be on the Specialist Register through Article 14. Attendance at this programme is supported by Doctors being able to have protected time to attend the programme.

With the coming of Revalidation in autumn 2012 there is an even greater need to ensure that Doctors are receiving appropriate professional development and I am confident that this Development Programme will be able to meet those needs.

Dr Huw Stone
Medical Director

The programme of monthly half day SAS teaching and training is now well embedded in the organisation. This programme has proven successful, with excellent support from SAS doctors and from the Trust as a whole. We are particularly fortunate in the excellent support of Sue Wilkins, Kath Lloyd and Ann Smith from the Postgraduate Centre, plus the guidance and support of Dr Ray Vieweg (Director of Postgraduate Medical Education) and Dr Hugh Stone (Medical Director).

Entering its third year, we are keen to keep the programme relevant and enjoyable. The programme has always tended to focus on professional rather than clinical topics, in keeping with BMA and Deanery guidance. In welcoming colleagues from the old HCHC Trust, we are even more committed to making the topics relevant to all doctors.

Finally, Roger would like to add that he has thoroughly enjoyed working as Trust Lead and is delighted that this is now formally being handed over to Mike to carry forward from 1st October 2011.

Dr Roger Palmer
Associate Dean for SASG doctors
September 2011

Dr Mike Groves
Trust Lead for SASG Doctors

Edition 3 20.09.2011

**Specialty Doctor and Associate Specialist
Development Programme
2011 - 2012**

**Wednesdays 1300 - 1630, with lunch from 1230,
Conference Room, Antelope House, Royal South Hants**

Date	Topic	Lead/facilitators	Chair
21 September 2011	Family Mediation & Conflict Management	Barbara Wilson, Quest Mediation	Dr Roger Palmer
19 October 2011	Inquests and Litigation	Keith Wiseman, HM Coroner Nadia Persaud, Bevan Brittan LLP (Partner, Clinical Risk)	Dr Katie Clyde Dr Veronika Wagner
16 November 2011	Emotional Intelligence	Dr Tade Thompson, Solent Healthcare NHS Trust	Dr Georgina Prentice Dr Jennie McNaught
18 January 2012	Introduction to medical ethics		Dr Caroline Nixon Dr Yamin Rashid
15 February 2012	Project management skills (tbc)		Dr Aisha Jan Dr Ishtiaq Hussain
21 March 2012	Mentoring (tbc)		Dr Claire Polkinghorn Dr Jo Taylor
18 April 2012			Dr Sarah Coggon Dr Ruth Shavren
16 May 2012	Communicating with clarity and influencing skills	Robin Lander Brinkley, Maxwell Communications	Dr Debbie Jones Dr Jennifer Rowden
20 June 2012 whole day			Dr Bharathi Bhandari Dr Rachel Cortes

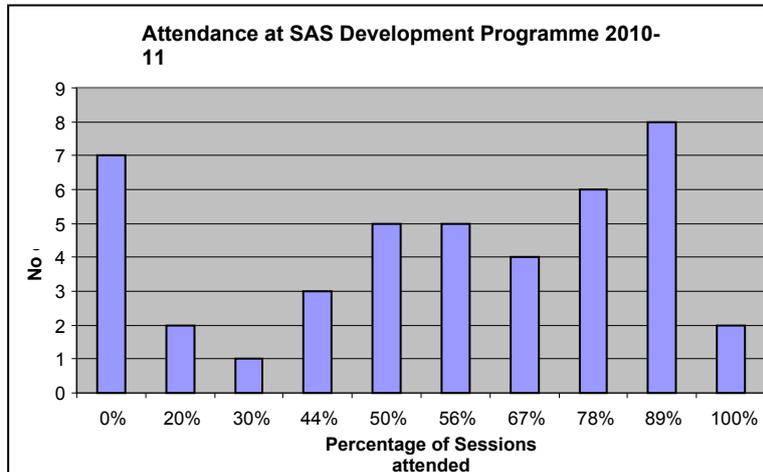
(If you are unable to chair on the allocated day, please arrange to swap with another doctor and inform the Postgraduate centre)

This handbook includes examples of the personal reflection forms and feedback forms, which you are encouraged to complete for each session. Together with documentation of attending the courses, these are an excellent contribution to your revalidation portfolio.

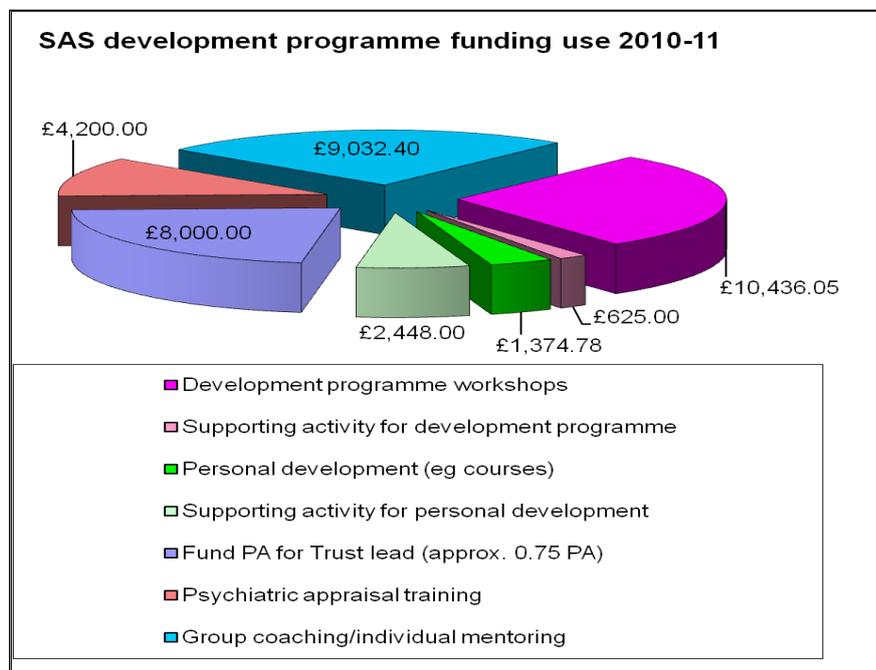
There is also a request form for additional study leave. These funds are intended for non-clinical courses: the funding is in addition to that which you are entitled to apply for from the Trust. On the application form, doctors should take time to describe how any proposed training fits with their stated personal development plan and overall professional development needs. The form can be downloaded at <http://www.southernhealth.nhs.uk/postgraduate/specialty-doctors/>

Reflections from 2010-2011

Last year over 30 doctors attended more than 50% of the sessions available to them. 34 Mental Health & Learning Disability doctors attended at least one session and 16 attended more than 75%. We welcomed 2 Community Health Care doctors to the final session in July.



The available budget was sufficient to cover the costs of the sessions at Antelope House, support individual additional training requests for professional skills courses, support access to coaching and to pay approximately 0.75 PA to Roger Palmer for undertaking the Tutor role. A break down of expenditure is illustrated below:



Feedback on the individual coaching sessions and Action Learning Set has been very positive and it is hoped to make these available to more doctors in the coming year:

The (coaching) sessions have enabled me to reflect on my working style, my values and areas for improvement...very empowering

The group sessions are good. It is an excellent forum to speak candidly and share experiences

... "Action Learning Set" which is a very much appreciated forum for discovering new approaches to dealing with problems

Having time to reflect on my own personal goals within life coaching has been hugely beneficial.

Some comments about the development programme:

The fact that it is mandatory means it takes priority. My CPD profile looks great and it is a very efficient way of providing training to a large number of doctors who might struggle to find funds and time- by nature of our role- elsewhere. The subjects are not those I would have sought out elsewhere but were valuable in themselves and have been good for softer non clinical skills training.

I have found the SAS development programme really superb over the last academic year. It has particularly helped me to feel more in control whilst chairing multidisciplinary meetings and has given me more insight into my individual presentation and learning styles and the impact of these on team working. Parts of the programme have enabled me to build on what I learned last year.

I think the mix of clinical & non clinical has been important... Having the monthly half day programme for us as a specific group, is very empowering in terms of recognition for me as an SAS Dr. The emphasis on leadership & management enhances this.

I have found all of the monthly meetings informative and relevant. The SAS sessions we are having have made such a difference to us as a group of doctors.

Contacts

- **Trust Lead for SASG Doctors**
Dr Mike Groves
Mike.Groves@southernhealth.nhs.uk
- **Associate Dean for SASG Doctors (Wessex)**
Dr Roger Palmer
Roger.Palmer@wessexdeanery.nhs.uk
- **Postgraduate Education staff**
Sue Wilkins, Postgraduate Education Coordinator
Ann Smith, Postgraduate Education Administrator
Kath Lloyd, Medical Education Manager
Postgraduate.Centre@southernhealth.nhs.uk
www.southernhealth.nhs.uk/postgraduate

Postgraduate Office, Academic Centre
College Keep, 4-12 Terminus Terrace
Southampton, SO14 3DT
Telephone: 023 8071 8525
Fax: 023 8071 8533

Resources

Some useful websites are:

- <http://www.library.nhs.uk/> and <http://www.evidence.nhs.uk/> - locate libraries, search for articles / books / other publications, register for an Athens account, "My Library" facility
- <http://www.swims.nhs.uk> - catalogue of what is available (books, journals, audiovisual, etc) in all libraries in the south west
- <http://www.medicalresearchservices.nhs.uk/> The Medical Search Initiative has developed electronic tools for use on the desktop, making it much easier for all NHS staff to check details while they are working. The tools created give easy access to reliable sources such as the [British National Formulary](#), [Medicines.org.uk](http://www.medicines.org.uk) and the [National Library for Health](#)
- In Southern Health area:
<http://www.hantshealthcarelibrary.nhs.uk/doplibrary@hantspt-sw.nhs.uk>

An NHS Athens account: will allow you to use information resources paid for by the NHS. All NHS staff are entitled to an NHS Athens account.

Specialty Doctor and Associate Specialist Educational Programme

Reflections

Date	
Topic	
How does this relate to my current clinical practice	
What areas of development are there in relation to my current clinical practice	
Key learning points	

Feedback for Specialty Doctor and Associate Specialist Education Programme

Date
Topic
What are the key messages from today's topic
What worked well
What would you change for another time

This form is available to download at <http://www.southernhealth.nhs.uk/postgraduate/specialty-doctors/>

(form available on <http://www.southernhealth.nhs.uk/departments-and-directories/postgraduate/>)**SOUTHERN HEALTH NHS FOUNDATION TRUST**

SAS DOCTORS STUDY LEAVE APPLICATION RELATING TO ARTICLE 14 APPLICATION

Name Grade Speciality..... Base.....

Home Address

.....Phone Number.....

Email Address.....

PURPOSE FOR WHICH LEAVE IS REQUESTED – ATTACH COPY OF COURSE / CONFERENCE DETAILS.

LEAVE DATES from to Number of days

1. How will this study leave benefit your preparation for an application for Article 14?

2. What training needs have you identified?

HAS THE ROTA COORDINATOR AGREED THE LEAVE YES NO

Applicant's signature Date

EXPENSES: (For details of claiming procedure see overleaf)

1. FEES (N.B. Examination fees not allowable) £

2. TRAVEL – Second class fares only £

3. SUBSISTENCE – Accommodation, meals class II allowance £

CLINICAL SUPERVISOR'S APPROVAL

I confirm this meets current training needs Signature

Date

TRUST SAS DOCTOR LEAD'S APPROVAL

APPROVED YES/ NO / limit of approval.....

SIGNATURE DATE

Postgraduate use only:

Date received Date Copy sent to Applicant with record sheet / expense form if applicable

SAS Development Funding

Study Leave application procedure for SAS doctors:

1. Applicant completes and signs form
2. Applicant obtains approval from Manager
3. Applicant sends form with attached course details to Trust SAS lead:
Dr Mike Groves,
Trust Lead for SAS Doctors
Waterford House
142 Station Road
New Milton
BH25 6LP
4. Trust SAS lead forwards form to Postgraduate Office
5. Postgraduate Office advises applicant of outcome of study leave application and encloses training expenses claim form as appropriate
6. Applicant completes claim form and sends to Postgraduate Office with receipts.

Postgraduate Office
Academic Centre
College Keep
4-12 Terminus Terrace
Southampton
SO14 3DT

This form is available to download at <http://www.southernhealth.nhs.uk/postgraduate/specialty-doctors/>