


**BAOMS National SAS
Grade Survey**

Thursday 29th June, ICC Birmingham

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+ Why?



- To gain as much information about current OMFS SAS grades in the UK
- To use information from survey to improve SAS training and job opportunities
- BAOMS has not had SAS grade representation in the last few years

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- Period of one month (May to June 2017)
- Survey sent to all BAOMS Associate Fellows and to various OMFS units in the UK
- 54 respondents, 51 fully completed surveys

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Results

Groups (n=54)

%

Associate Specialist	25.93
Staff Grade	11.11
Specialty Doctor	62.96

Primary qualification(n=54)

%

Dual Qualification	9.26
Medical Degree	0
Dental Degree	90.74

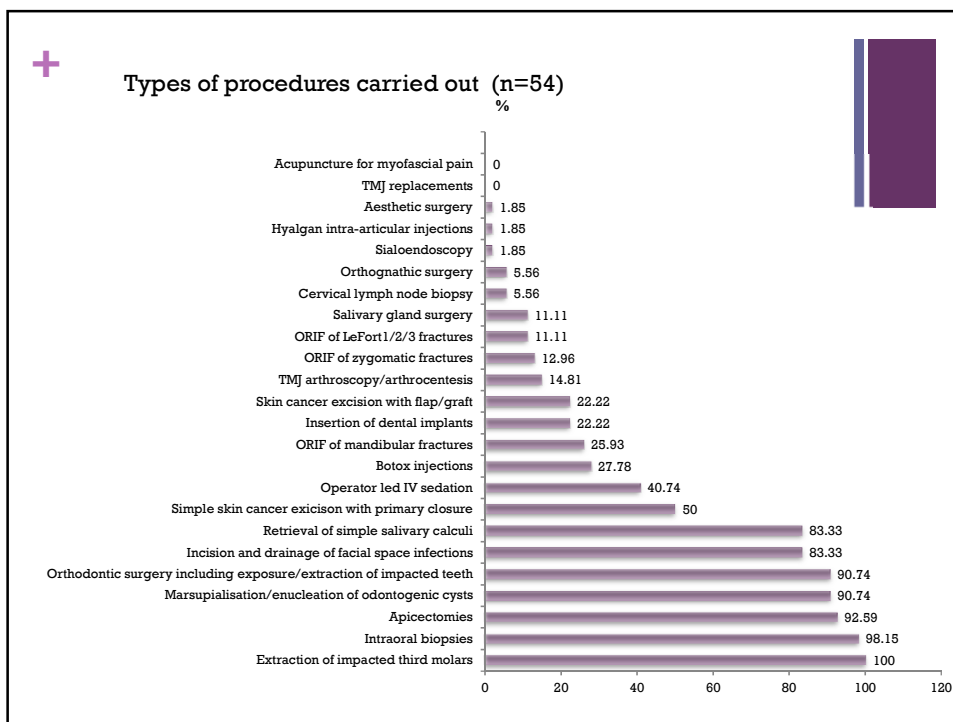
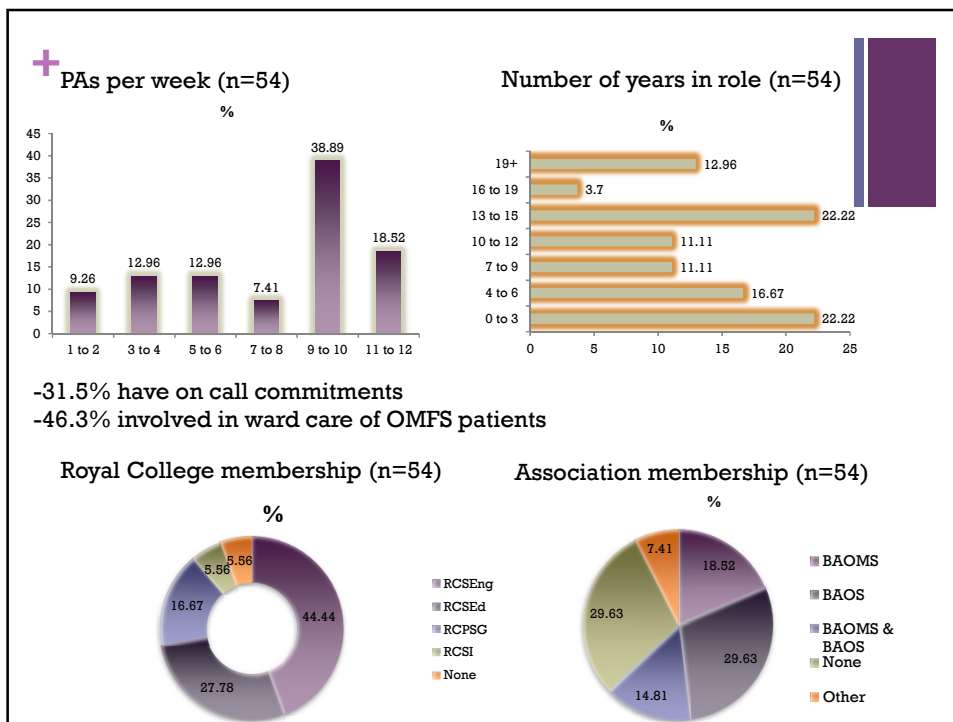
Other qualifications (n=53)

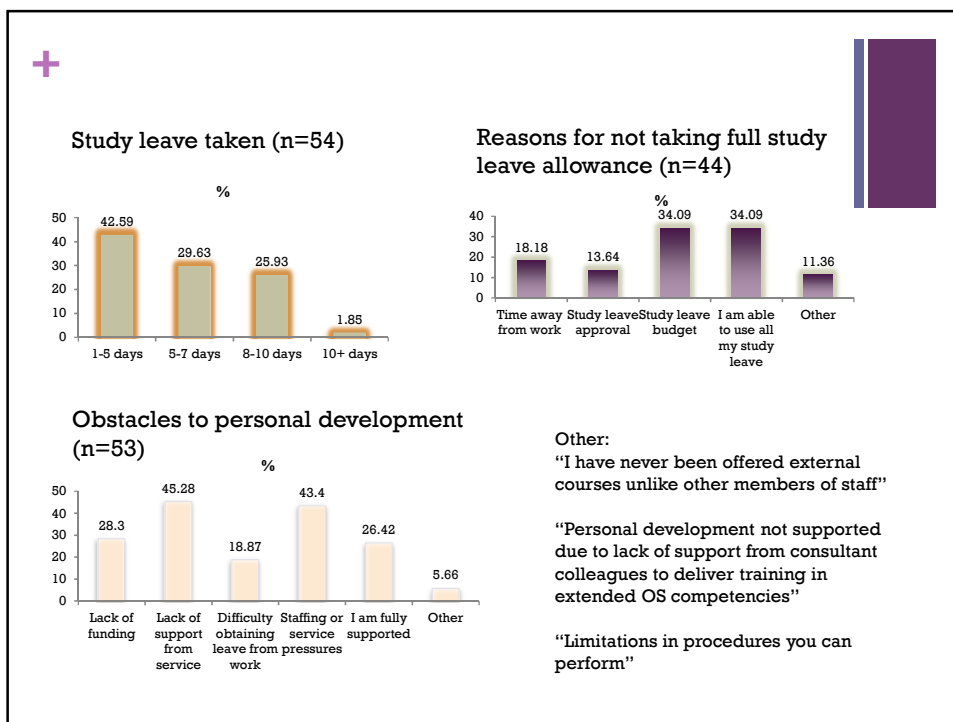
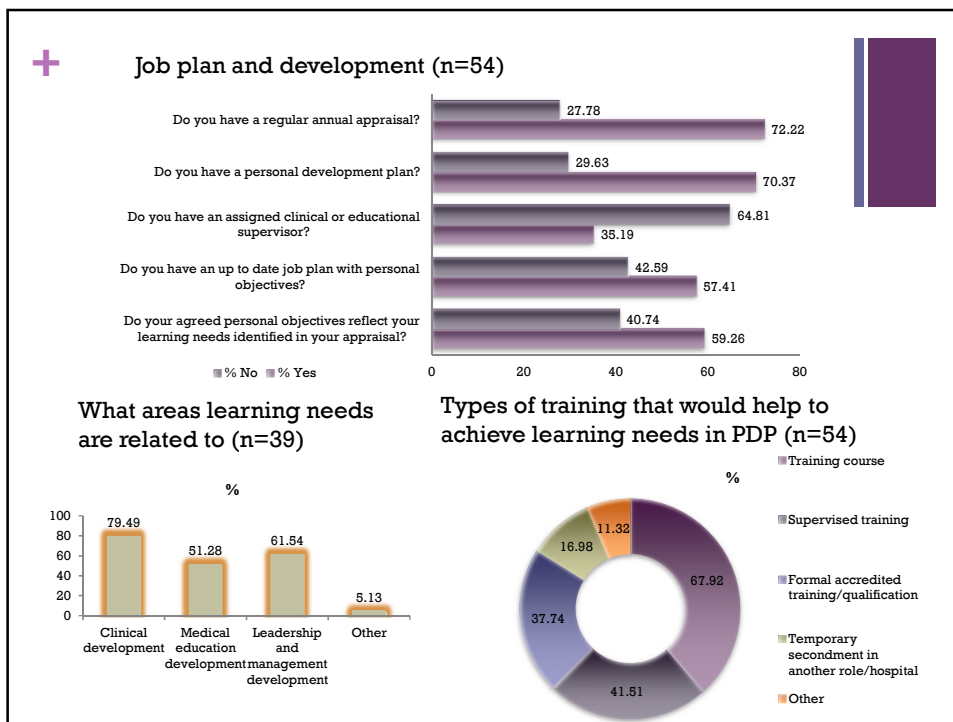
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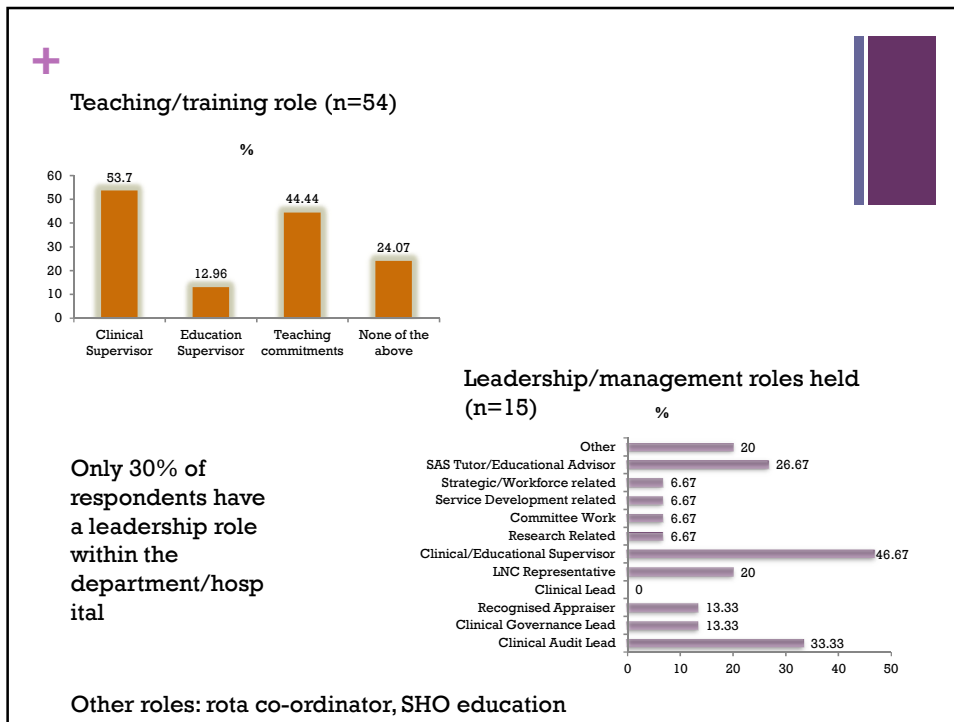
MFDS	62.26
MJDF	5.66
FDS	30.19
PGCert or Dip in Specialty Discipline	24.53
PGCert or Dip in Medical Education	9.43
MSc in Medical Education	9.43
Other	33.96

Other postgraduate qualifications listed:

- European Specialist in OMFS
- MSc in Primary Dental Care
- MSc in Dental Implantology
- MSc in Oral Surgery
- MSc in OMFS
- MSc in Dental Radiology
- Membership in Surgical Dentistry (2)
- FFD Oral Surgery
- MFDRCSI
- LLM
- BSc







+ Only 30% of SAS grades are on the Oral Surgery Specialist List

Some comments regarding getting on to the list:

- “Very competitive to gain a training place”
- “I have no desire to work in general practice so do not see the need to be on the specialist register”
- “Formal training”
- “Lack of posts available”
- “Time and opportunity for developing a portfolio showing supervised training that the GDC would approve!!”
- “Publications”
- “Lack of support within the department”
- “Getting and acknowledged as a specialist. There is no clear pathway unless one goes back into formal oral surgery training, which is less than what I am currently involved with- at present the cases are more complex and more varied when compared to typical oral surgery”

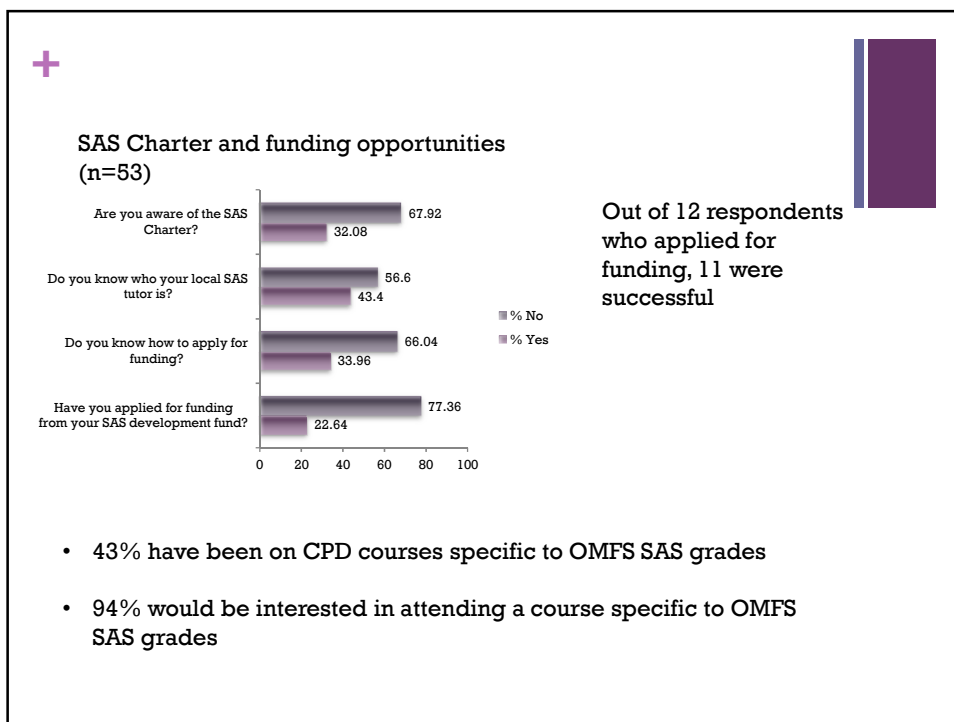


- “CESR route for oral surgery is not available”
- “At present being a specialty doctor in OMFS you are left on your own, there is no support from the Oral and OMFS surgeons”
- “The committee approving specialty registration not treating each application appropriately”
- “Not recognising my Romanian specialist status- they ask for a large amount of documents for certification. I have tried twice each time more and more paperwork is required”
- “Limited training jobs in the country”
- “No structured route to enable entry onto specialist register. Narrow and dogged view of the Oral Surgery SAC over progress on CESR like routes for those with immense experience in Oral Surgery to the great detriment of the specialty, especially since there are not enough training posts to keep the specialty viable”
- “I’m older with commitments of family. The system of national recruitment for specialist training is not an option for me!”
- “Lack of direction and lack of support”



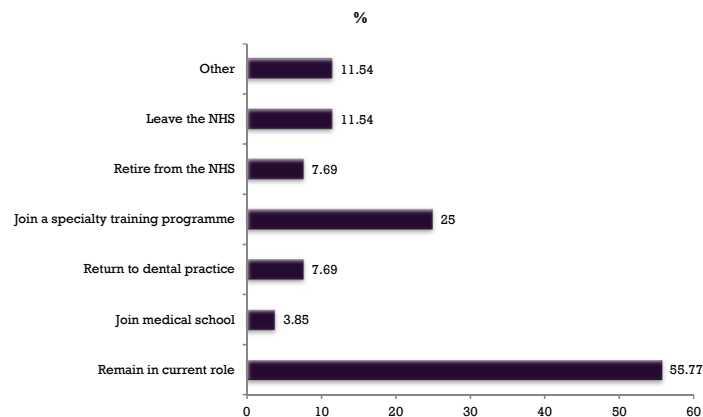
- “Competition”
- “Limited spaces for training and a poorly defined alternative pathway”
- “Difficult to do 3 year full time specialty training course. I wish we could get the old method back to get onto the oral surgery specialist list”
- “Time to organise and lack of directed help/advice”
- “The lack of training opportunities to gain accreditation to the specialist list”
- “Lack of training opportunities”
- “No formally approved pathway in order to achieve this goal”
- “It is impossible unless you do the training and at the moment I am overqualified to go through training!”
- “No recognition for experience”
- “No access to examination unless on training scheme”
- “No available route at present”
- “Lack of access to article 14 route”

- "Lack of support mechanism by GDC"
- "Lack of support from colleagues"
- "Need to return to specialist training"
- "Ineligible to sit Royal College exams due to lack of time spent in dedicated specialist training despite number of years experience"
- "No 'grandfathering' onto list as previous colleagues benefitted from"
- "Difficulty in getting onto training programme, and difficulty in getting onto specialist register via CESR route, despite having adequate experience"
- "Our own BAOS lobbied against most of its members from being eligible to sit the MORal Surg exam, and would be opposed to grandfathering also. So we are held back by our own professional organisations, where economic arguments would favour allowing us to be specialists and having the ability to work out in primary care"
- "Recognition of training"
- "Lack of proper route for equivalency (GDC option 7 is too vague and not intended for this route). Completing training is totally inappropriate after 17 years of essentially autonomous practice (if you could even get the job). A route similar to article 13 should be available"
- "Access to StR training roles"



+ Future plans

Career aspirations over the next 5-10 years (n=52)



+ Summary

- majority (90%) dentally qualified
- most common procedures carried out by SAS grades: 3rd molars, biopsies, apicectomies, cyst management, management of impacted teeth
- only 33% of respondents are members of BAOMS
- many unaware of SAS charter, who their local SAS tutor is and majority have not applied for funding from SAS development fund
- not all SAS grades have a regular appraisal, PDP or up to date job plan which is vital as all clinicians must have this
- we aim to promote awareness of SAS doctor contracts and the SAS charter to enable more OMFS SAS grades to have a more tailored and defined job plan and PDP.
- this will enable SAS grades to have more freedom to decide what they want from their job and promote autonomous practice.
- using the survey results, we have started working on the AF section of the BAOMS website and also a proposal for a potential AF sub committee



Planning for the Future?



- Guidance for the development of autonomous practice for SAS doctors in OMFS
- Should apply to all new appointments
- Introducing quality markers to job plans and appraisals
- As per Schedule 4, para 9 of the 2008 SAS contract T&Cs of service, individual accountability and need for supervision arrangements must be agreed according to individual's competency as part of job plan
- National Study days aimed at development of SAS doctors in OMFS



Thank you

