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## Hospital Oral Surgery – SAS Grades

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# What is an SAS grade?

Specialty Doctor (only grade currently open)

Association Specialist

Staff Grade

These are the 3 roles as defined by current national T&C (2008)

Pre 2008 roles include

Hospital Practitioner

Clinical Assitant

Clinical Medical Officer and Senior CMO

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# What is an SAS grade?

- Trust Doctor
- Trust SHO
- Trust Grade
- Trust Registrar
- etc

These role are locally defined and appointed and other terminologies exist.

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## What do they do?

SAS doctor posts usually offer the opportunity to focus predominantly on providing direct patient care and less on the other clinical and non-clinical responsibilities required of a Consultant or trainee.

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# Who can be one?

- 4 years post graduate training
- 2 in the relevant specialty

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# Salary Scales

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## Specialty Doctor pay scale

Pay scale code	Scale value	Basic salary	Period before eligibility for next pay point
MC46-01	Min	41,158	1 year
MC46-02	1	44,677	1 year
MC46-03	2	49,252	1 year
MC46-04	3	51,704	1 year
MC46-05	4	55,237	1 year
<b>Threshold 1</b>			
MC46-06	5	58,756	2 years
MC46-07		58,756	1 year
MC46-08	6	62,355	2 years
MC46-09		62,355	1 year
MC46-10	7	65,954	2 years
MC46-11		65,954	1 year
<b>Threshold 2</b>			
MC46-12	8	69,553	3 years
MC46-13		69,553	2 years
MC46-14		69,553	1 year
MC46-15	9	73,152	3 years
MC46-16		73,152	2 years
MC46-17		73,152	1 year
MC46-18	10	76,751	-

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# Advantages

- **Flexible**
  - No formal training role requirements
- **Workplace**
  - Stay in one place without rotations
- **Specialty**
  - What you want to do
- **Work-life balance**
  - Regular hours compare to trainees / consultants
- **Experience**
  - Enhance your application for a Specialty training post
- **Study**
  - More time to prepare for membership exams
- **Portfolio career**
  - Several distinct roles

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# Disadvantages

- **Career progression**
  - Can become quite static
- **Role reversal**
  - Train a trainee who then becomes a Consultant in your unit
- **Taken advantage of**
  - General Dogsbody
- **Salary limitations**
  - Takes time to build up increments

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# Avoiding the disadvantages

Be proactive and look for other roles

- Service development
- Educational Supervisor
- Clinical Director
- Appraiser
- TPD
- LNC
- Medical / Dental Politics

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# CV Boosters

- Dip Sed
- Cert Med Ed
- Clinical leadership training
- Undergraduate tutoring

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# The Future

- New Specialty Doctor contract being negotiated currently with NHS employers
- Possibility of a new Senior Grade being developed, replacing the A.S. role
- Join the BDA as this is your access to BMA industrial relations in the hospital sector

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# Links & References

<https://www.healthcareers.nhs.uk/explore-roles/doctors/career-opportunities-doctors/sas-doctors>

<https://www.nhsemployers.org/case-studies-and-resources/2020/09/sas-doctor-development-guide>

<https://www.bma.org.uk/media/1057/bma-sas-charter-for-england-dec-2014.pdf>

<https://www.nhsemployers.org/-/media/Employers/Publications/Pay-circulars/Pay-and-Conditions-Circular-MD-22020.pdf>

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