Introduction
Our goal is to facilitate the continuing medical education and professional development of nearly 500 Staff Grade and Associate Specialist (SASG) Doctors and Dentists in the way most appropriate to their individual needs and aspirations. Mr Peter Khin Tun has overall responsibility for the delivery of career and professional support for these SASGs (including Associate Specialists, Staff Grades, Clinical Assistants, Hospital Practitioners and Specialty Doctors) working across all specialties in the 12 Trusts within the Deanery. Funding on a basis proportional to the number of SASGs in each Trust has been devolved to seven SAS Tutors, who work in the major Trusts in the Deanery, supported by their own small sub-committees to assist with day-to-day decision-making, and dealing with applications for funding from SAS doctors. The SAS Tutor is the first contact point for SASGs seeking professional and career development support.

Training Opportunities
Some senior SASGs will themselves develop the skills to become appraisers or educational supervisors, and so contribute significantly to the educational process. We also offer strong encouragement to SAS doctors to become involved at an appropriate level with management issues, and to gain the appropriate training and skills for this by attending courses, some of which are offered within the Deanery. A number of educational courses have already been held and more are planned, both at a Deanery level, and in individual Trusts, aimed specifically at the needs of SAS doctors. The first Oxford Deanery SAS Doctors’ Development Day, in September 2009, was themed on Appraisals, Portfolios and Revalidation. Subsequent Development Days have focussed on gaining the CESR via Article 14, and credentialing for SAS doctors: Leadership, Management and Team-working; Mentoring and Pastoral Support; and Educational Supervision by and for SAS Doctors. Other courses already held at Trust level include:

- Mentoring Skills Workshops
- Career Progression Workshops
- Effective Appraisal Workshops
- Human Factors Awareness Training Courses
- Appraisal Training
- SAS Doctors Convention
- 3-day Leadership Course
- Team-Building Away-Days
- Educational Supervisors’ Courses
- Communication Workshops

We provide support to those doctors wishing to obtain the Certificate of Equivalence of Specialist Registration (CESR) or Certificate of Equivalence of General Practice Registration (CEGPR) via the Article 14 (now Article 8) or Article 11 routes respectively.

Facts about SAS Professional Development Support in the Oxford Deanery
This Deanery has gained a national reputation for its support programme for SAS Doctors and Dentists. The system in place is well-organised and transparent. In this Deanery we also have a strong tradition of providing practical pastoral care and support through a variety of mentoring schemes, as well as career guidance and help for "doctors in difficulty", which can be accessed by SAS doctors through the Career Development Unit (CDU) — see below for website details.

All meetings and courses relevant to the needs of SASGs are detailed in a "What's On" information sheet which is sent out regularly. Our other means of communication is the OXSAS Newsletter. A National Directory of Providers of Courses relevant to SAS Doctors and Dentists is freely available from the Oxford Deanery.

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