

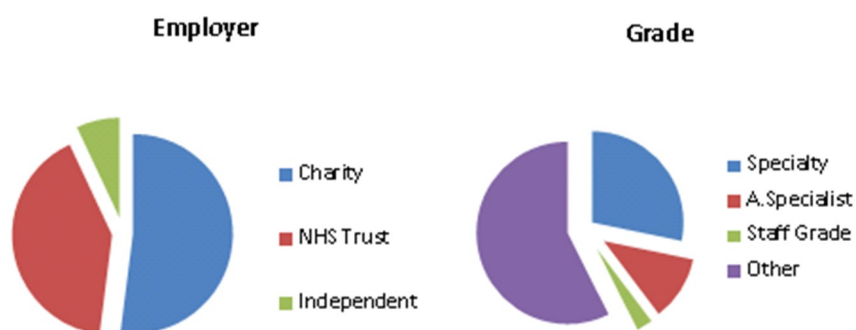
APM SSAS MEMBERS SURVEY 2015

The survey was sent to all known SSAS members [99] and all those whose grade was not identified [73].

We wanted to clarify certain aspects of our member's employment, to look at possible ways for the SSAS Committee to offer its assistance and support.

There were 105 respondents.

Demographics



Contracts;

Just over half [51%] are now on the 2008 contract although 25% were given no choice about this and there are still a small number [5%] who would like to change to this contract.

Of those on the 'old' contract no Staff Grade had access to apply for optional points and only 2 Associate Specialists had access to discretionary points.

Many are unclear whether they have been awarded 2 additional days of annual leave for service over 7 years, in line with their consultant colleagues.

Job plans;

61% of respondents work part time with an average number of PAs for DCC= 6, SPA=1 and on-call=2. 20% do not work on-call.

It was somewhat reassuring that 80% receive regular appraisal, but our concern is for the other 20% who do not, as this is a requirement for revalidation.

24% had regular supervision and the majority [87%] took study leave and had some sort of funding [65%].

The majority [63%] do not know if their work is correctly coded to them, but 17% reported that their work is coded to their consultant. Revalidation requires us to quantify our activity and accurate coding will capture this. It is also crucial that our employers also have this information.

Future plans;

Only 39% had no plans to change, although 26% intended to continue to progress through their grade. 8% planned to apply for CESR, 5% for Specialty training, 12% for a consultant post and 17% intended to change specialty.

11% are planning on early retirement.

SSAS Committee response;

Reviewing these results it is clear that more information and sign posting is needed to help individuals clarify aspects of their employment, to facilitate their own negotiations with employers.

We will put links on our web page to the Terms and Conditions for the different NHS contracts. The precise balance between SPA time and DCC is determined locally and should be set out in the job plan, but the 2008 contract allows a minimum of one SPA per week and we will include links on our webpage for what activities should be included in SPA time.

Associate Specialist and Staff Grade doctors on 'old' contracts are still entitled to apply for discretionary and optional points, respectively, although this does not give any guarantee that they will be awarded!

Charities and Independent Hospices are at liberty to write their own contracts but they may be encouraged to offer NHS contracts in order to reward and retain staff.

We have approached Hospice UK for support and intend to write a joint letter to all non-NHS services encouraging them to offer the 2008 contract to all suitable doctors.

We have already put on our web page a list of NHS Trusts who have awarded their SSAS doctors 2 additional days of leave after 7 years of service.

This may be useful information when talking with LNC or HR to see if they will follow suite.

The APM site has information on the requirements for revalidation and it is essential for individual doctors to be aware of this and press their employers to ensure regular appraisals and accurate coding of activity occurs.