



Information and how to apply

SALG-BIDMC Scholars

Summary

Beth Israel Deaconess Medical Center (BIDMC) is a major Harvard Medical School teaching hospital with a long tradition of clinical, academic and research excellence in Boston's highly competitive healthcare environment. In collaboration with the Association of Anaesthetists (the Association) and the Royal College of Anaesthetists (RCOA), under the auspices of the Safe Anaesthesia Liaison Group (SALG) we are now offering a unique program of formal training through Harvard Medical School that aims to develop capacity in international expertise in peri-operative quality and safety.

Successful candidates will be known as *SALG-BIDMC Safety Scholars* and enrolled in a 2-year integrated program, culminating in a Master of Healthcare Quality and Safety (MHQS) degree from Harvard University [<https://postgraduateeducation.hms.harvard.edu/masters-programs/master-healthcare-quality-safety>], whilst also engaged in clinical practice at a suitable level at the Beth Israel (see below).

They will be co-mentored by the Vice Chair of Quality and Safety at BIDMC (Professor SK Ramachandran at Harvard/BIDMC) and the co-Chairs of SALG, Professor JJ Pandit (Professor of Anaesthesia at the University of Oxford), and Dr P Young (Association of Anaesthetists Council member) under the leadership of the BIDMC Department Chair, Professor D Talmor. During this time, scholars will identify project(s) in the UK that they will develop and lead on, after their return to UK. Harvard and Oxford Universities have consistently been ranked the world's two top medical schools, based on the excellence of their teaching programs. By accessing oversight from these faculty, this scholarship will equip successful candidates with the theoretical, practical and leadership skills to implement quality and safety techniques and processes within their organizations, in addition to benefitting from the immense network and resources of the Harvard academic community. In essence they will be positioned to become the future leaders in quality and safety.

This program is endorsed by the American Board of Anesthesiologists (ABA). Successful candidates will receive official letters from the ABA in support of their visa application, where necessary.

Entry into the Program

The program will accept up to two candidates per academic year. The minimum appointment period is for 2 years, but extensions for staff positions are possible by agreement towards the end of this period, however BIDMC does not expect candidates to seek a permanent position in the US (see essential criteria, below).

Positions are contingent upon the suitable visa requirements being granted (which is outside the control of BIDMC), but successful candidates will be supported through that process by BIDMC.

Details of program

The SALG-BIDMC Scholarship is directed to two separate tracks: (a) anesthetists on the UK Specialist Register (or Irish equivalent) – termed 'Staff', and (b) UK or Irish trainees with all three parts of the USMLE – termed 'Fellow'. Further particulars are detailed below.

Both Fellow and Staff will be expected to participate in clinical anesthesia care c. 40% during the first year and c.60% during the second year. The appointment does not stipulate specific anesthesia or surgical specialty case-mix, and it is anticipated that the successful applicants will be exposed to a wide variety of clinical care environments within BIDMC. The Scholars will resume 100% clinical work during weeks when the MHQS course is in recess.

The BIDMC system provides care for >40,000 patients undergoing procedures every year including neurosurgery, major vascular, thoracic, cardiac, solid organ transplant, ambulatory, and obstetric anesthesia. In addition, the Department has a substantial role in critical care and pain medicine. Successful candidates will have a primary clinical appointment at Beth Israel Deaconess Medical Center and be expected to provide exceptional clinical care, teach residents and collaborate in our ongoing academic programs. Dedicated academic time will be built into the contract to permit seamless participation in the fully integrated MHQS program. Successful candidates will be expected to participate in organizational quality and safety committees and complete at least one high quality mentored project as part of this program (see Capstone project, below).

The salary may be free of UK (or Irish) and US federal (but not state) income tax, because the employment contract covers a whole UK tax year, and is covered by an international tax treaty. Applicants are advised to take independent financial advice to verify if this clause applies to them.

Visiting Fellow positions are available for anaesthesia trainees. Fellows will be expected to provide clinical care under the supervision of an attending anesthesiologist, contribute to the on-call service, teach residents and students and participate in the research opportunities in the department that integrate with their Masters Program.

The program complies with existing national standards for work hours. On average, fellows can expect to work 36-48 hours a week during the 'term time' of their Masters program. This includes time spent in on-call duties: on average, fellows take 'late call' once a week (this is a system wherein up to 5 fellows are assigned to leave at staggered times after hours, depending on the workload). There is a weekend day shift call 1-2 times per month.

Successful candidates will function and be paid as fellows (salary c. \$100,000 pa). Each Fellow receives a free iPad, free malpractice insurance coverage, on-call meal cards, short and long-term disability insurance, a variety of textbooks, and an educational allowance in line with national standards. The program also makes available the opportunity to purchase several types of low cost health, dental and life insurance. Each fellow and resident is allotted 20 days of vacation along with 5 days to attend professional conferences (i.e., 5 weeks total). In addition, the hospital has a liberal leave of absence policy for employees (fellows and residents) who are new parents, require medical leave, or need to care for a seriously ill family member (see [<https://www.bidmc.org/medical-education/medical-education-by-department/anaesthesia-critical-care-and-pain-medicine/benefits-information>] for the full compensation package).

Visiting Staff positions are available for Consultants who ideally have at least 2 years of clinical experience in a comparable health system. Staff (also termed 'clinical attendings') will be expected to provide clinical care, either by themselves or by supervising nurse anesthetists or trainees, and are expected to contribute to the on-call service, teach residents and students and participate in the research opportunities in the department that integrate with their Masters Program. Successful candidates for Staff positions are provided a generous salary and benefits package that includes time off to participate in the Masters course and other academic activities.

There are two routes for application

Route 1: For those on the GMC specialist register (Staff)

This route is aimed at Post-CCT holders and is ideal for recently appointed consultants – but a consultant at any level who wishes to enrol in the Masters program is potentially eligible. Those who have reached the specialist register via the CESR route are also eligible for this route, as are those who have obtained

CCT/specialist register entry but not yet secured a consultant post (however, the appointment is competitive so appointment to a consultant post will be taken into account).

Essential criteria:

- For all applicants: FRCA, FFARCSI or equivalent (or where equivalence is granted via the CESR route)
- Appropriate category of membership or fellowship of **both** the Royal College of Anaesthetists **and** the Association of Anaesthetists
- Full registration on the UK GMC register, including post-CCT entry on the specialist register (or for Irish members of the Association, appropriate registration on the Irish medical register)
- Confirmation of current and ongoing employment in the UK NHS (or Irish health service)
- This pathway is not available to SAS or Associate Specialist or Trust Grade doctors, unless they are also on the specialist register and eligible for appointment to consultant grade.
- On completion of the Scholarship the candidate will be expected to sit on SALG as a 'Scholar representative' for a minimum period of one year, as part of their ongoing mentorship as future leaders in safety, as well as to harness the experience they have learned for the development of SALG

Desirable criteria

- ECFMG certification: USMLE steps 1 and 2 and 3 are desirable but not mandatory for this route of application.
- Appointment to an NHS consultant post, or equivalent academic post
- A track record of excellent clinical care attributes and organizational citizenship
- Evidence of interest in quality and safety
- Higher academic degrees that indicate intent and ability to excel in academically rigorous environments
- Track record of relevant publications in peer-reviewed journals.

Route 2: Pre-CCT trainees with a National Training Number

Essential criteria:

- For all applicants: FRCA, FFARCSI or equivalent
- Appropriate category of membership or fellowship of **both** the Royal College of Anaesthetists **and** the Association of Anaesthetists
- Full registration on the UK GMC register, (or for Irish members of the Association, appropriate registration on the Irish medical register)
- Confirmation of current and ongoing substantive employment in the UK NHS (or Irish health service)
- at least ST-5 or higher

- ECFMG certification: USMLE steps 1, 2 and 3 have to be mandatorily completed for limited licensing in Massachusetts
- Compliant with H-visa requirements
- On completion of the Scholarship the candidate will be expected to sit on SALG as a 'Scholar representative' for a minimum period of one year, as part of their ongoing mentorship as future leaders in safety, as well as to harness the experience they have learned for the development of SALG

Desirable criteria

- A track record of excellent clinical care attributes and organizational citizenship
- Evidence of interest in quality and safety
- Higher academic degrees that indicate intent and ability to excel in academically rigorous environments
- Track record of relevant publications in peer-reviewed journals.

Application process

The deadline for applications to be received is noon on **4 December 2021**. Interviews will be held on **17 December 2021**. Successful Fellow/trainee candidates will commence their program on **1 July 2022** or 2023, depending on the completion of necessary paperwork including, but not limited to visa and medical license processes. Successful Staff/consultant candidates will commence the clinical part of their position as soon as all the necessary milestones are achieved and join the Master program cohort on the next 1 July. Accordingly, candidates are encouraged to apply and plan early and actively participate in the preparatory processes **as soon as they are selected for interview**.

Interested candidates should;

- complete the preliminary visa and regulatory screening form
- submit a letter of intent explaining their reasons for applying
- submit a full CV including publication list, h-index and any grant funding obtained in the course of their career
- provide three references, which should be included in the body of the application on headed notepaper and signed by each referee
- if a trainee, should provide a statement from current employer that they guarantee that you will be employed with them on completion of your scholarship
- submit all of the above as a single file (Word, or preferably pdf) by the closing date. The filename should be the candidate's surname, followed by 'BIDMC' (eg, Smith-BIDMC).

Note: the timelines for the application process, and future start dates may be disrupted by any ongoing coronavirus issues. Equally we appreciate potential candidates may find their proposals disrupted for reasons beyond their control. We intend to be as flexible as possible in handling the process and applications this year.