

LED and SAS Career Pathway Workbook

Decode the current role, prevent career drift and build a deliberate evidence pathway towards a suitable long-term grade or registration goal.

How to use it

Use one section at a time alongside the relevant online chapter and the current official source. Write only what is needed for your decision, then add an owner and review date to every unresolved action.

Confidentiality and limits

Do not enter patient-identifiable information, private colleague information, passwords, passport numbers or documents you are not authorised to share. This workbook is independent educational guidance, not individual immigration, employment, legal, regulatory, tax, pension or clinical advice.

A controlled working method

Separate verified facts from assumptions. Date every figure or rule copied from a live source. Keep the exact advert, policy, contract or form on which a decision depends. When circumstances are complex, use the worksheet to prepare questions for an appropriately qualified adviser rather than trying to make the workbook provide the advice.

- Fact: supported by a current document or a named person with authority.
- Assumption: plausible but not yet verified; record the check required.
- Decision: state who owns it, the evidence considered and the review date.
- Action: name the person responsible and a realistic deadline.
- Reflection: keep it proportionate, factual and confidential.

Master action log

ACTION, OWNER, DATE AND OUTCOME
Priority decision or unresolved question — — —
Evidence or source to check — — —
Person responsible and target date — — —
Outcome and next review — — —

Role decoder

Complete this from current evidence. If an entry relies on memory or informal advice, mark it for verification before acting.

ROLE DECODER
Payroll grade and contract
Local title and actual scope
Rota tier, supervision and autonomy
Development and progression promise in writing

Three-, six- and twelve-month review

Complete this from current evidence. If an entry relies on memory or informal advice, mark it for verification before acting.

THREE-, SIX- AND TWELVE-MONTH REVIEW
What has changed in scope
Evidence added
Support or opportunity still missing
Next commitment and date

Career destination

Complete this from current evidence. If an entry relies on memory or informal advice, mark it for verification before acting.

CAREER DESTINATION
Preferred destination and why — — —
Eligibility or capability requirements — — —
Nation-specific process — — —
Realistic timescale and alternative — — —

Capability evidence map

Complete this from current evidence. If an entry relies on memory or informal advice, mark it for verification before acting.

CAPABILITY EVIDENCE MAP
Capability claim
Specific activity or responsibility
Outcome, feedback or corroboration
Gap and development action

Autonomy and governance

Complete this from current evidence. If an entry relies on memory or informal advice, mark it for verification before acting.

AUTONOMY AND GOVERNANCE
Decision made independently
Defined boundary and escalation
Frequency and duration
Evidence showing safe sustained practice

Annual career conversation

Complete this from current evidence. If an entry relies on memory or informal advice, mark it for verification before acting.

ANNUAL CAREER CONVERSATION
Contribution to service
Education, QI or leadership opportunity
Job-plan or contract issue
Agreed action, owner and follow-up

Final review and next conversation

Summarise the decision you are trying to make, the evidence already verified and the few questions that remain. Take this summary-not an uncontrolled collection of personal documents-to the relevant supervisor, employer team, regulator, union, defence organisation or adviser.

ONE-PAGE DECISION SUMMARY
Decision and desired safe outcome — — —
Verified facts and source dates — — —
Main risk or uncertainty — — —
Questions for the appropriate adviser — — —
Next action, owner and review date — — —

Core current sources

GMC registration applications

NHS Employers medical workforce

Health and Care Worker visa

GMC Good medical practice

Reviewed 7 September 2026. Always re-check the live source before a significant decision.