

SAS ADVOCATES | PRACTICAL RESOURCE

Organisational SAS Support Audit

Review whether advocacy is visible, resourced, trusted and able to influence improvement.

What this resource contains

- Role and confidentiality prompts
- Writing space for decisions or review
- Independent source and boundary safeguards

IMPORTANT

Independent general guidance. It does not replace clinical, employment, regulatory, immigration or legal advice. Do not include patient-identifiable or unnecessary colleague-identifiable information in worksheets.

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ROLE BOUNDARY

The SAS Advocate supports, navigates, signposts and raises organisational themes. The role does not replace treatment, union representation, formal investigation or legal advice.

Access and visibility

Named advocate and published contact

Introduction at induction

Coverage across sites and specialties

Access for isolated or out-of-hours doctors

Role infrastructure

Protected time

Secure records

Defined line and professional support

Conflict process

Links with LNC, Tutor, OH, HR, equality and speaking-up roles

Fairness and outcomes

Wellbeing and career conversations

Bullying and harassment themes

Development and acting opportunities

Grade and equality outcome review

Small-number confidentiality controls

Action plan

Priority gap

Named owner

Required resource

Measure

Completion and review date

Source and confidentiality note

The role was developed through SAS contract reform. Local remit, coverage, line management and resources vary. Check the current joint BMA/NHS Employers SAS Advocate guidance and local agreement.

CONFIDENTIALITY

Explain role, records, access, aggregate reporting and limits before inviting detailed disclosure. Do not include patient identifiers or case details that could identify a doctor through specialty, site, grade or timing.

[Open the joint SAS Advocate guidance](#)