

**DTH Guide to Supervision of Primary Care Roles, June 2023**

**What is Supervision in healthcare?**

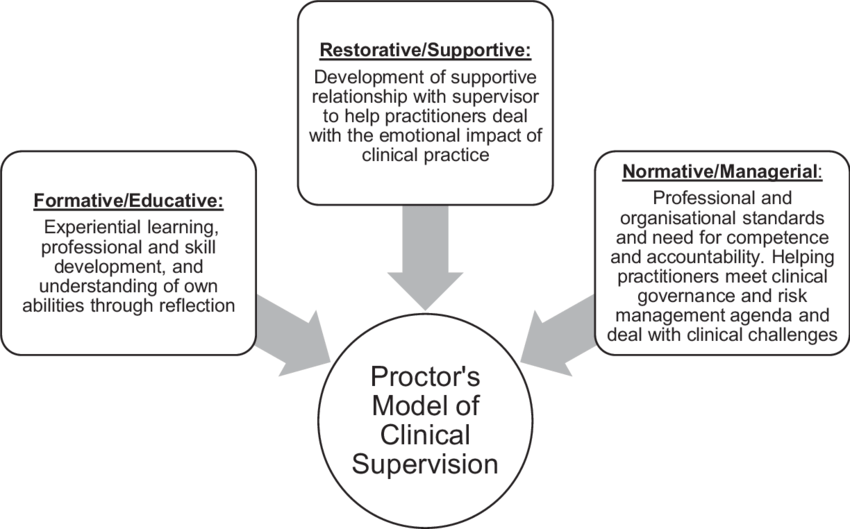
*‘Supervision has many definitions across healthcare, with individual professions and regulators often having their own interpretations. Supervision is key in developing safe and effective practitioners whilst promoting patient and practitioner safety. The provision of all supervision is the responsibility of the employer. Clinical supervision is often referenced within the context of new/emerging/training roles or in a new clinical setting. However, regular supervision is essential as an on-going process within the workplace setting and includes feedback to ensure patient and practitioner safety and wellbeing. Clinical supervision should help to build confidence in making capable, clinical reasoning decisions through critical thinking in person centred care from diagnosis, treatment and continuing management.’*

*(Centre for Advancing Practice, 2022)*

**What competencies support effective supervision?**



**Proctor (2008) has also suggested a model of Clinical Supervision:**



*Proctors Model of Clinical Supervision (2008)*

**Supervision Guide Framework**

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| *What are the supervisions requirements?* |  |
| *Who can supervise them?* |  |
| *What Training or qualifications are needed to supervise?* |  |
| *Where can supervisors access the relevant training / CPD?* |  |

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| GP Speciality Trainees (GPST) | |
| *Supervision Requirements* | A GP Educational Supervisor (ES) has overall responsibility for GP specialist trainees.  A Clinical Supervisor (CS) offers day to day supervision  <https://primarycare.peninsuladeanery.nhs.uk/about-us/supervision-of-gp-training/> |
| *Who can supervise them?* | **Named Clinical Supervisor (CS)**   * A trainer who is responsible for overseeing a specific Doctor in Training’s (DiT) clinical work throughout a placement in a clinical or medical environment * The named clinical supervisor leads on providing a review of the DiT’s clinical or medical practice throughout a placement, and contributes to the educational supervisor’s report on whether the DiT should progress to the next stage of their training.   **They can supervise:**   * GPST1 & 2 Doctors in Training (DiTs) * Foundation DiTs * Retained Doctors   **Duties:**   * Clinical supervision * Workplace based assessments (WPBA) * Clinical Supervisor Report (CSR)   **Eligibility for becoming a CS:**   * 1 year post certificate of completion of training (CCT) * 6-12 months in current organisation (to be agreed with local Patch Associate Dean (AD)) * Supervisors need to be available in their practices for at least four of a supervised doctor's sessions per week (i.e. 4 sessions of overlap). * This can be reduced pro-rata if the supervised doctor is less than full time (LTFT), but should then be a minimum of 2 sessions of overlap. * These need to be actual availability, i.e. after outside commitments have been taken into account.   **Named Educational Supervisor (ES)**   * A named ES is a trainer who is selected and appropriately trained to be responsible for the overall supervision and management of a specific doctor’s educational progress during a placement or a series of placements. * The named educational supervisor regularly meets with the DiT to help plan their training, review progress and achieve agreed learning outcomes. * The named educational supervisor is responsible for the educational agreement, and for bringing together all relevant evidence to form a summative judgement about the doctor’s progression at the end of a placement or a series of placements.   **They can supervise:**   * GPST1, 2 and 3 DiTs * Foundation DiTs * Retained Doctors   **Duties:**   * Clinical supervision * WPBA * Overview of educational progress to completion of clinical training * Interim and annual Educational Supervisor Report (ESR)   **Criteria for becoming a Clinical Supervisor (CS)**   * 3 years post CCT * 6-12 months in current organisation (to be agreed with local Patch AD) * Where a trainer is acting as both ES and CS, the requirements regarding availability apply as above for CS. |
| *What Training or qualifications do supervisors need?* | **Becoming a GP Educational or Clinical Supervisor:**   * All qualified GPs wishing to pursue accreditation as a named Educational and/or Clinical Supervisor, either for the first time, after relocating to the South West GP School footprint, or following a break from active supervision, should complete this Expression of Interest form.   [Supervision of GP Training - Peninsula Primary Care (peninsuladeanery.nhs.uk)](https://primarycare.peninsuladeanery.nhs.uk/about-us/supervision-of-gp-training/)  **Southwest Multiprofessional Modular Supervisor Pathway Project**  [Modular-Supervisors-Course-summary-Jan-2023.pdf](https://primarycare.peninsuladeanery.nhs.uk/assets/Uploads/Modular-Supervisors-Course-summary-Jan-2023.pdf)  Once a prospective supervisor has completed the appropriate course modules, they will be contacted by the local Programme team, to arrange an initial approval meeting. |
| *Where can supervisors access the relevant training / CPD?* | [Supervision of GP Training - Peninsula Primary Care (peninsuladeanery.nhs.uk)](https://primarycare.peninsuladeanery.nhs.uk/about-us/supervision-of-gp-training/)   * Ongoing CPD around multi-professional supervision can be accessed via the southwest primary care academy virtual events: [Upcoming Events | Primary Care Academy (swpca.org.uk)](https://swpca.org.uk/events)   [HEE elfh Hub (e-lfh.org.uk)](https://portal.e-lfh.org.uk/)   * Educator training resources (ETR) NEW course * Module 1 includes sessions on: Supervision, effective feedback, supporting learners and this is also where the top up training video for GP educational supervisors who are supporting Allied health professionals (AHPs) through their roadmap to First Contact Practitioner (FCP) accreditation.   [Complex Clinical Reasoning - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/complex-clinical-reasoning/)  [The Centre for Advancing Practice - Complex Clinical Reasoning Programme: A Supervisor Guide (e-learningforhealthcare.org.uk)](https://cs1.e-learningforhealthcare.org.uk/public/CCR/CCR_00_000/CCR_Supervisor_Pack.pdf)  [Module | University of Exeter Medical School | University of Exeter](https://medicine.exeter.ac.uk/people/module/?mod_code=HPDM142)  [PgCert Clinical Education - University of Plymouth](https://www.plymouth.ac.uk/courses/postgraduate/pgcert-clinical-education)  [Practice Assessor - Professional/Short course - UWE Bristol: Courses](https://courses.uwe.ac.uk/UZVSKN153/practice-assessor) |

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| Pre-registration Nurses and Nursing Associates | |
| *Supervision Requirements* | The NMC provide guidance for the supervision of nursing students and trainee nursing associates, both require a Practice Assessor and Practice Supervisors.  **Contractual Obligations for Trainee Nursing Associates or Nursing Associate employed under ARS DES:**   * B12.4. pg 113: ‘A PCN must ensure that the postholder has access to appropriate clinical supervision and an appropriate named individual in the PCN to provide general advice and support on a day to day basis’   [NHSE Network Contract DES 2022/23](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/) |
| *Who can supervise them?* | **Who can be a Practice Supervisor?**  ‘NMC registered nurses, midwives, nursing associates, and other registered (with a professional regulator) health and social care professionals’  **Who can be a Practice Assessor?**  ‘NMC registered nurses with appropriate equivalent experience for the student’s field of practice’  NMC (2018) Standards for Student Supervision and Assessment  [Standards for student supervision and assessment - The Nursing and Midwifery Council (nmc.org.uk)](https://www.nmc.org.uk/standards-for-education-and-training/standards-for-student-supervision-and-assessment/) |
| *What training or qualifications do supervisors need?* | Practice Assessors will need to be an NMC registered nurse, midwife or nursing associate with appropriate equivalent experience for the student’s field of practice.  Practice Supervisors must be registered health /social care professionals.  Preparation for the role of Practice Assessor and Supervisor and the documentation used to monitor student progress may vary across education providers but generic preparation is available from e- learning for health |
| *Where can supervisors access the relevant training / CPD?* | [eLfH Practice Educator and Assessor Preparation](https://www.e-lfh.org.uk/programmes/practice-educator-and-assessor-preparation-peap/)  [eLfH Practice Supervisor preparation](https://portal.e-lfh.org.uk/Catalogue/Index?HierarchyId=0_52307&programmeId=52307)  Higher Education Institutes may also provide Practice Assessor and Supervisor preparation programmes  Ongoing CPD around multi-professional supervision can be accessed via the southwest primary care academy virtual events: [Upcoming Events | Primary Care Academy (swpca.org.uk)](https://swpca.org.uk/events)  [Complex Clinical Reasoning - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/complex-clinical-reasoning/)  [The Centre for Advancing Practice - Complex Clinical Reasoning Programme: A Supervisor Guide (e-learningforhealthcare.org.uk)](https://cs1.e-learningforhealthcare.org.uk/public/CCR/CCR_00_000/CCR_Supervisor_Pack.pdf)  [Module | University of Exeter Medical School | University of Exeter](https://medicine.exeter.ac.uk/people/module/?mod_code=HPDM142)  [PgCert Clinical Education - University of Plymouth](https://www.plymouth.ac.uk/courses/postgraduate/pgcert-clinical-education)  [Practice Assessor - Professional/Short course - UWE Bristol: Courses](https://courses.uwe.ac.uk/UZVSKN153/practice-assessor) |

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| First Contact Paramedic | |
| *What are the supervisions requirements?* | **Contractual obligations:**   * B13.1. pg 113: ‘Where a PCN employs or engages a Paramedic under the Additional Roles Reimbursement Scheme, the PCN must ensure that the paramedic is working towards developing masters level or equivalent capability in paramedic areas of practice and, within six months of the commencement of reimbursement for that individual (or a longer time period as agreed with the commissioner), has completed and been signed off formally within the clinical pillar competencies of the paramedic FCP/AP roadmap to practice.’   [NHSE Network Contract DES 2022/23](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)   * ‘Providers must ensure that staff are operating within the limits of their competency. They must also provide staff with appropriate supervision. The individual practice will allocate an appropriate senior member of the primary care team to provide day-to-day supervision of all clinical staff   [GP mythbuster 106: Primary care first contact practitioners (FCPs) - CQC](https://www.cqc.org.uk/guidance-providers/gps/gp-mythbusters/gp-mythbuster-106-primary-care-first-contact-practitioners-fcps)  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/)  [What our Standards say | (hcpc-uk.org)](https://www.hcpc-uk.org/standards/meeting-our-standards/supervision-leadership-and-culture/supervision/what-our-standards-say/)  **Educational Pathways:**  To work in primary care, FCP paramedics need to work through stage 1 & 2 of the FCP roadmap to practice within first year to 18/12 of recruitment:  [First Contact Practitioners and Advanced Practitioners in Primary Care: (Paramedics) (hee.nhs.uk)](https://www.hee.nhs.uk/sites/default/files/documents/Paramedics%20roadmap%20Final%20Aug%202021_0.pdf)  Paramedics can complete this accreditation via 2 routes: a portfolio or higher education route (HEI). Completion of the HEI route result in 45-60 credits at level 7. A supervisor is required for both routes. The training listed below is essential if you want to sign off your FCP following a portfolio route.  Its useful to familiarise yourself with the paramedic roadmap above especially pages: 25-36 and Appendix 12.1  [Roadmaps to Practice | Health Education England (hee.nhs.uk)](https://www.hee.nhs.uk/our-work/allied-health-professions/enable-workforce/roadmaps-practice-0) |
| *Who can supervise them?* | **To qualify as a roadmap supervisor (RMSV) you must be:**   * A GP Trainer - ES (ES’s do not need to do the 2 day course but have an optional top up session available as an [e-lfh video](https://www.e-lfh.org.uk/programmes/top-up-training-video-for-gp-educational-supervisors/) (approx. 60 mins in duration) * A GP * A Clinician who has a relevant post registration Masters degree (Pre registration Masters degrees DO NOT qualify) * Are a full MACP member (Physiotherapist qualification) * A First Contact Practitioner who is recognised by the HEE Centre * An Advanced Clinical Practitioner who is recognised by the HEE Centre.  **Responsibilities of Roadmap Supervisors (RMSV)** The role of a Roadmap Supervisor comes with the responsibility of undertaking workplace-based assessments (within your own scope of practice) and verifying evidence of knowledge, skills, and capability in day-to-day practice. Please ensure that you base your decisions on evidence and use the verification process as outlined on the RMSV course, supported by resources on the HEE Roadmaps to Practice Landing Page, and can justify your reasoning. Engagement in the training is required to support you in this process.  Following completion of the RMSV training, trainers will provide a survey link for RMSVs to register their completion of the training. |
| *What training or qualifications do supervisors need?* | **2 day Roadmap Supervisor Training Course:**  This course will include: • The role of the Clinical supervision and CPD supervision • An overview of educational theory • Creating an educational culture • Feedback • The journey to FCP or AP roles • Supporting trainees in/with difficulties • How to use WPBA • Supporting FCP/AP with their portfolio of evidence • The verification process |
| *Where can supervisors access the relevant training / CPD?* | BNSSG have produced a helpful toolkit for First Contact Paramedics [First Contact Paramedics – BNSSG Training Hub](https://www.bnssgtraininghub.com/first_contact_paramedics/)  For upcoming Roadmap Supervisor course dates please register interest / contact: [PrimaryCareAcademy.SW@hee.nhs.uk](mailto:PrimaryCareAcademy.SW@hee.nhs.uk)  [HEE elfh Hub (e-lfh.org.uk)](https://portal.e-lfh.org.uk/)   * Educator training resources (ETR) NEW course * Module 1 includes sessions on: Supervision, effective feedback, supporting learners and this is also where the top up training video for GP educational supervisors who are supporting Allied health professionals (AHPs) through their roadmap to First Contact Practitioner (FCP) accreditation.   [Top up Training Video for GP Educational Supervisors - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/top-up-training-video-for-gp-educational-supervisors/)   * Ongoing CPD around multi-professional supervision can be accessed via the southwest primary care academy virtual events: [Upcoming Events | Primary Care Academy (swpca.org.uk)](https://swpca.org.uk/events)   [Complex Clinical Reasoning - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/complex-clinical-reasoning/)  [The Centre for Advancing Practice - Complex Clinical Reasoning Programme: A Supervisor Guide (e-learningforhealthcare.org.uk)](https://cs1.e-learningforhealthcare.org.uk/public/CCR/CCR_00_000/CCR_Supervisor_Pack.pdf)  [Module | University of Exeter Medical School | University of Exeter](https://medicine.exeter.ac.uk/people/module/?mod_code=HPDM142)  [PgCert Clinical Education - University of Plymouth](https://www.plymouth.ac.uk/courses/postgraduate/pgcert-clinical-education)  [Practice Assessor - Professional/Short course - UWE Bristol: Courses](https://courses.uwe.ac.uk/UZVSKN153/practice-assessor) |

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| FCP MSK Physiotherapist | |
| *Supervisions requirements* | **Contractual obligations:**  ‘Providers must ensure that staff are operating within the limits of their competency. They must also provide staff with appropriate supervision. The individual practice will allocate an appropriate senior member of the primary care team to provide day-to-day supervision of all clinical staff.’  [NHSE Network Contract DES 2022/23](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)  [GP mythbuster 106: Primary care first contact practitioners (FCPs) - Care Quality Commission (cqc.org.uk)](https://www.cqc.org.uk/guidance-providers/gps/gp-mythbusters/gp-mythbuster-106-primary-care-first-contact-practitioners-fcps)  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/)  [What our Standards say | (hcpc-uk.org)](https://www.hcpc-uk.org/standards/meeting-our-standards/supervision-leadership-and-culture/supervision/what-our-standards-say/)  **Educational Pathways:**  To work in primary care, FCP physios need to work through stage 1 & 2 of the MSK FCP roadmap to practice within first year to 18/12 of recruitment:  [First Contact Practitioners and Advanced Practitioners in Primary Care: (Musculoskeletal) A Roadmap to PracticeFirst Contact Practitioners and Advanced Practitioners in Primary Care: (Musculoskeletal) A Roadmap to Practice (hee.nhs.uk)](https://www.hee.nhs.uk/sites/default/files/documents/MSK%20July21-FILLABLE%20Final%20Aug%202021_2.pdf)  MSK Physios can complete this accreditation via 2 routes: a portfolio or higher education route (HEI). Completion of the HEI route result in 45-60 credits at level 7. A supervisor is required for both routes. The training listed below is essential if you want to sign off your FCP following a portfolio route.  It is useful to familiarise yourself with the MSK physio roadmap above especially pages: 24-35 and Appendix 12.1 |
| *Who can supervise them?* | **To qualify as a roadmap supervisor (RMSV) you must be:**   * A GP Trainer - ES (ES’s do not need to do the 2 day course but have an optional top up session available as an [e-lfh video](https://www.e-lfh.org.uk/programmes/top-up-training-video-for-gp-educational-supervisors/) (approx. 60 mins in duration) * A GP * A Clinician who has a relevant post registration Masters degree (Pre registration Masters degrees DO NOT qualify) * Are a full MACP member (Physiotherapist qualification) * A First Contact Practitioner who is recognised by the HEE Centre * An Advanced Clinical Practitioner who is recognised by the HEE Centre.  **Responsibilities of Roadmap Supervisors (RMSV)** The role of a Roadmap Supervisor comes with the responsibility of undertaking workplace-based assessments (within your own scope of practice) and verifying evidence of knowledge, skills, and capability in day-to-day practice. Please ensure that you base your decisions on evidence and use the verification process as outlined on the RMSV course, supported by resources on the HEE Roadmaps to Practice Landing Page, and can justify your reasoning. Engagement in the training is required to support you in this process.  Following completion of the RMSV training, trainers will provide a survey link for RMSVs to register their completion of the training. |
| *What training or qualifications do supervisors need?* | **2 day Roadmap Supervisor Training Course:**  This course will include: • The role of the Clinical supervision and CPD supervision • An overview of educational theory • Creating an educational culture • Feedback • The journey to FCP or AP roles • Supporting trainees in/with difficulties • How to use WPBA • Supporting FCP/AP with their portfolio of evidence • The verification process |
| *Where can supervisors access the relevant training / CPD?* | For upcoming Roadmap Supervisor course dates please register interest / contact: [PrimaryCareAcademy.SW@hee.nhs.uk](mailto:PrimaryCareAcademy.SW@hee.nhs.uk)  [HEE elfh Hub (e-lfh.org.uk)](https://portal.e-lfh.org.uk/)   * Educator training resources (ETR) NEW course * Module 1 includes sessions on: Supervision, effective feedback, supporting learners and this is also where the top up training video for GP educational supervisors who are supporting Allied health professionals (AHPs) through their roadmap to First Contact Practitioner (FCP) accreditation.   [Top up Training Video for GP Educational Supervisors - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/top-up-training-video-for-gp-educational-supervisors/)  Ongoing CPD around multi-professional supervision can be accessed via the southwest primary care academy virtual events: [Upcoming Events | Primary Care Academy (swpca.org.uk)](https://swpca.org.uk/events)  [Complex Clinical Reasoning - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/complex-clinical-reasoning/)  [The Centre for Advancing Practice - Complex Clinical Reasoning Programme: A Supervisor Guide (e-learningforhealthcare.org.uk)](https://cs1.e-learningforhealthcare.org.uk/public/CCR/CCR_00_000/CCR_Supervisor_Pack.pdf)  [Module | University of Exeter Medical School | University of Exeter](https://medicine.exeter.ac.uk/people/module/?mod_code=HPDM142)  [PgCert Clinical Education - University of Plymouth](https://www.plymouth.ac.uk/courses/postgraduate/pgcert-clinical-education)  [Practice Assessor - Professional/Short course - UWE Bristol: Courses](https://courses.uwe.ac.uk/UZVSKN153/practice-assessor) |

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| FCP Dietician | |
| *Supervisions requirements* | **Contractual obligations:**  ‘Providers must ensure that staff are operating within the limits of their competency. They must also provide staff with appropriate supervision. The individual practice will allocate an appropriate senior member of the primary care team to provide day-to-day supervision of all clinical staff. ‘  [GP mythbuster 106: Primary care first contact practitioners (FCPs) - Care Quality Commission (cqc.org.uk)](https://www.cqc.org.uk/guidance-providers/gps/gp-mythbusters/gp-mythbuster-106-primary-care-first-contact-practitioners-fcps)  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/)  [What our Standards say | (hcpc-uk.org)](https://www.hcpc-uk.org/standards/meeting-our-standards/supervision-leadership-and-culture/supervision/what-our-standards-say/)  B8.1. pg 105: ‘Where a PCN employs or engages a Dietitian under the Additional Roles Reimbursement Scheme, the PCN must ensure that the Dietitian: has access to appropriate clinical supervision and an appropriate named individual in the PCN to provide general advice and support on a day to day basis’ [NHSE Network Contract DES 2022/23](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)  **Educational Pathways:**  To work in primary care, FCP dieticians need to work through stage 1 & 2 of the dietician FCP roadmap to practice within first year to 18/12 of recruitment:  [First Contact Practitioners and Advanced Practitioners in Primary Care: (Dietitian) A Roadmap to PracticeFirst Contact Practitioners and Advanced Practitioners in Primary Care: (Musculoskeletal) A Roadmap to Practice (hee.nhs.uk)](https://www.hee.nhs.uk/sites/default/files/documents/Dietetic-Nov21%20FILLABLE_1.pdf)  FCP Dieticians can complete this accreditation via 2 routes: a portfolio or higher education route (HEI). Completion of the HEI route result in 45-60 credits at level 7. A supervisor is required for both routes. The training listed below is essential if you want to sign off your FCP following a portfolio route.  It is useful to familiarise yourself with the dietician roadmap above especially pages: section 8. 29-34 and Appendix 12.1 |
| *Who can supervise them?* | **To qualify as a roadmap supervisor (RMSV) you must be:**   * A GP Trainer - ES (ES’s do not need to do the 2 day course but have an optional top up session available as an [e-lfh video](https://www.e-lfh.org.uk/programmes/top-up-training-video-for-gp-educational-supervisors/) (approx. 60 mins in duration) * A GP * A Clinician who has a relevant post registration Masters degree (Pre registration Masters degrees DO NOT qualify) * Are a full MACP member (Physiotherapist qualification) * A First Contact Practitioner who is recognised by the HEE Centre * An Advanced Clinical Practitioner who is recognised by the HEE Centre.  **Responsibilities of Roadmap Supervisors (RMSV)** The role of a Roadmap Supervisor comes with the responsibility of undertaking workplace-based assessments (within your own scope of practice) and verifying evidence of knowledge, skills, and capability in day-to-day practice. Please ensure that you base your decisions on evidence and use the verification process as outlined on the RMSV course, supported by resources on the HEE Roadmaps to Practice Landing Page, and can justify your reasoning. Engagement in the training is required to support you in this process.  Following completion of the RMSV training, trainers will provide a survey link for RMSVs to register their completion of the training. |
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| FCP Occupational therapist | |
| *Supervision requirements* | **Contractual obligations:**  ‘Providers must ensure that staff are operating within the limits of their competency. They must also provide staff with appropriate supervision. The individual practice will allocate an appropriate senior member of the primary care team to provide day-to-day supervision of all clinical staff. ‘  [GP mythbuster 106: Primary care first contact practitioners (FCPs) - Care Quality Commission (cqc.org.uk)](https://www.cqc.org.uk/guidance-providers/gps/gp-mythbusters/gp-mythbuster-106-primary-care-first-contact-practitioners-fcps)  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/)  B9.1 pg 106 : ‘Where a PCN employs or engages an Occupational therapist under the Additional Roles Reimbursement Scheme, the PCN must ensure that the OT: has access to appropriate clinical supervision and an appropriate named individual in the PCN to provide general advice and support on a day to day basis’  [NHSE Network Contract DES 2022/23](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)  [What our Standards say | (hcpc-uk.org)](https://www.hcpc-uk.org/standards/meeting-our-standards/supervision-leadership-and-culture/supervision/what-our-standards-say/)  **Educational Pathways:**  To work in primary care, FCP Occupational Therapists (OT) need to work through stage 1 & 2 of the OT FCP roadmap to practice within first year to 18/12 of recruitment:  [First Contact Practitioners and Advanced Practitioners in Primary Care: (Occupational Therapy) A Roadmap to PracticeFirst Contact Practitioners and Advanced Practitioners in Primary Care: (Musculoskeletal) A Roadmap to Practice (hee.nhs.uk)](https://www.hee.nhs.uk/sites/default/files/documents/First%20Contact%20Practitioners%20and%20Advanced%20Practitioners%20in%20Primary%20Care%20Occupational%20Therapy%20%281%29.pdf)  FCP OTs can complete this accreditation via 2 routes: a portfolio or higher education route (HEI). Completion of the HEI route result in 45-60 credits at level 7. A supervisor is required for both routes. The training listed below is essential if you want to sign off your FCP following a portfolio route.  It is useful to familiarise yourself with the OT roadmap above especially pages: section 8. 30-36 and Appendix 12.1 |
| *Who can supervise them?* | **To qualify as a roadmap supervisor (RMSV) you must be:**   * A GP Trainer - ES (ES’s do not need to do the 2 day course but have an optional top up session available as an [e-lfh video](https://www.e-lfh.org.uk/programmes/top-up-training-video-for-gp-educational-supervisors/) (approx. 60 mins in duration) * A GP * A Clinician who has a relevant post registration Masters degree (Pre registration Masters degrees DO NOT qualify) * Are a full MACP member (Physiotherapist qualification) * A First Contact Practitioner who is recognised by the HEE Centre * An Advanced Clinical Practitioner who is recognised by the HEE Centre.  **Responsibilities of Roadmap Supervisors (RMSV)** The role of a Roadmap Supervisor comes with the responsibility of undertaking workplace-based assessments (within your own scope of practice) and verifying evidence of knowledge, skills, and capability in day-to-day practice. Please ensure that you base your decisions on evidence and use the verification process as outlined on the RMSV course, supported by resources on the HEE Roadmaps to Practice Landing Page, and can justify your reasoning. Engagement in the training is required to support you in this process.  Following completion of the RMSV training, trainers will provide a survey link for RMSVs to register their completion of the training. |
| *What Training or qualifications do supervisors need?* | **2 day Roadmap Supervisor Training Course:**  This course will include: • The role of the Clinical supervision and CPD supervision • An overview of educational theory • Creating an educational culture • Feedback • The journey to FCP or AP roles • Supporting trainees in/with difficulties • How to use WPBA • Supporting FCP/AP with their portfolio of evidence • The verification process |
| *Where can supervisors access the relevant training / CPD?* | For upcoming Roadmap Supervisor course dates please register interest / contact: [PrimaryCareAcademy.SW@hee.nhs.uk](mailto:PrimaryCareAcademy.SW@hee.nhs.uk)  [HEE elfh Hub (e-lfh.org.uk)](https://portal.e-lfh.org.uk/)   * Educator training resources (ETR) NEW course * Module 1 includes sessions on: Supervision, effective feedback, supporting learners and this is also where the top up training video for GP educational supervisors who are supporting Allied health professionals (AHPs) through their roadmap to First Contact Practitioner (FCP) accreditation.   [Top up Training Video for GP Educational Supervisors - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/top-up-training-video-for-gp-educational-supervisors/)   * Ongoing CPD around multi-professional supervision can be accessed via the southwest primary care academy virtual events: [Upcoming Events | Primary Care Academy (swpca.org.uk)](https://swpca.org.uk/events)   [Complex Clinical Reasoning - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/complex-clinical-reasoning/)  [The Centre for Advancing Practice - Complex Clinical Reasoning Programme: A Supervisor Guide (e-learningforhealthcare.org.uk)](https://cs1.e-learningforhealthcare.org.uk/public/CCR/CCR_00_000/CCR_Supervisor_Pack.pdf)  [Module | University of Exeter Medical School | University of Exeter](https://medicine.exeter.ac.uk/people/module/?mod_code=HPDM142)  [PgCert Clinical Education - University of Plymouth](https://www.plymouth.ac.uk/courses/postgraduate/pgcert-clinical-education)  [Practice Assessor - Professional/Short course - UWE Bristol: Courses](https://courses.uwe.ac.uk/UZVSKN153/practice-assessor) |

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| FCP Podiatrist | |
| *Supervision Requirements* | **Contractual obligations:**  ‘Providers must ensure that staff are operating within the limits of their competency. They must also provide staff with appropriate supervision. The individual practice will allocate an appropriate senior member of the primary care team to provide day-to-day supervision of all clinical staff. ‘  [GP mythbuster 106: Primary care first contact practitioners (FCPs) - Care Quality Commission (cqc.org.uk)](https://www.cqc.org.uk/guidance-providers/gps/gp-mythbusters/gp-mythbuster-106-primary-care-first-contact-practitioners-fcps)  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/)  B9.1 pg 106 : ‘Where a PCN employs or engages a podiatrist under the Additional Roles Reimbursement Scheme, the PCN must ensure that the Podiatrist: has access to appropriate clinical supervision and an appropriate named individual in the PCN to provide general advice and support on a day to day basis’  [NHSE Network Contract DES 2022/23](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)  [What our Standards say | (hcpc-uk.org)](https://www.hcpc-uk.org/standards/meeting-our-standards/supervision-leadership-and-culture/supervision/what-our-standards-say/)  **Educational Pathways:**  To work in primary care, FCP Podiatrists need to work through stage 1 & 2 of the OT FCP roadmap to practice within first year to 18/12 of recruitment:  [First Contact Practitioners and Advanced Practitioners in Primary Care: (Podiatry) A Roadmap to PracticeFirst Contact Practitioners and Advanced Practitioners in Primary Care: (Musculoskeletal) A Roadmap to Practice (hee.nhs.uk)](https://www.hee.nhs.uk/sites/default/files/documents/PodiatrySept21-FINAL.pdf)  FCP Podiatrists can complete this accreditation via 2 routes: a portfolio or higher education route (HEI). Completion of the HEI route result in 45-60 credits at level 7. A supervisor is required for both routes. The training listed below is essential if you want to sign off your FCP following a portfolio route.  It is useful to familiarise yourself with the Podiatrist roadmap above especially pages: section 8. 30-35 and Appendix 12.1 |
| *Who can supervise them?* | **To qualify as a roadmap supervisor (RMSV) you must be:**   * A GP Trainer - ES (ES’s do not need to do the 2 day course but have an optional top up session available as an [e-lfh video](https://www.e-lfh.org.uk/programmes/top-up-training-video-for-gp-educational-supervisors/) (approx. 60 mins in duration) * A GP * A Clinician who has a relevant post registration Masters degree (Pre registration Masters degrees DO NOT qualify) * Are a full MACP member (Physiotherapist qualification) * A First Contact Practitioner who is recognised by the HEE Centre * An Advanced Clinical Practitioner who is recognised by the HEE Centre.  **Responsibilities of Roadmap Supervisors (RMSV)** The role of a Roadmap Supervisor comes with the responsibility of undertaking workplace-based assessments (within your own scope of practice) and verifying evidence of knowledge, skills, and capability in day-to-day practice. Please ensure that you base your decisions on evidence and use the verification process as outlined on the RMSV course, supported by resources on the HEE Roadmaps to Practice Landing Page, and can justify your reasoning. Engagement in the training is required to support you in this process.  Following completion of the RMSV training, trainers will provide a survey link for RMSVs to register their completion of the training. |
| *What Training or qualifications do supervisors need?* | **2 day Roadmap Supervisor Training Course:**  This course will include: • The role of the Clinical supervision and CPD supervision • An overview of educational theory • Creating an educational culture • Feedback • The journey to FCP or AP roles • Supporting trainees in/with difficulties • How to use WPBA • Supporting FCP/AP with their portfolio of evidence • The verification process |
| *Where can supervisors access the relevant training / CPD?* | For upcoming Roadmap Supervisor course dates please register interest / contact: [PrimaryCareAcademy.SW@hee.nhs.uk](mailto:PrimaryCareAcademy.SW@hee.nhs.uk)  [HEE elfh Hub (e-lfh.org.uk)](https://portal.e-lfh.org.uk/)   * Educator training resources (ETR) NEW course * Module 1 includes sessions on: Supervision, effective feedback, supporting learners and this is also where the top up training video for GP educational supervisors who are supporting Allied health professionals (AHPs) through their roadmap to First Contact Practitioner (FCP) accreditation.   [Top up Training Video for GP Educational Supervisors - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/top-up-training-video-for-gp-educational-supervisors/)   * Ongoing CPD around multi-professional supervision can be accessed via the southwest primary care academy virtual events: [Upcoming Events | Primary Care Academy (swpca.org.uk)](https://swpca.org.uk/events)   [Complex Clinical Reasoning - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/complex-clinical-reasoning/)  [The Centre for Advancing Practice - Complex Clinical Reasoning Programme: A Supervisor Guide (e-learningforhealthcare.org.uk)](https://cs1.e-learningforhealthcare.org.uk/public/CCR/CCR_00_000/CCR_Supervisor_Pack.pdf)  [Module | University of Exeter Medical School | University of Exeter](https://medicine.exeter.ac.uk/people/module/?mod_code=HPDM142)  [PgCert Clinical Education - University of Plymouth](https://www.plymouth.ac.uk/courses/postgraduate/pgcert-clinical-education)  [Practice Assessor - Professional/Short course - UWE Bristol: Courses](https://courses.uwe.ac.uk/UZVSKN153/practice-assessor) |

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| Trainee Advanced Clinical Practitioners | |
| *What are the supervisions requirements?* | If you are considering supporting someone to go through ACP masters / apprenticeship training, then the following document is an essential read as a supervisor - [Workplace Supervision for Advanced Clinical Practice - Advanced Practice (hee.nhs.uk)](https://advanced-practice.hee.nhs.uk/workplace-supervision-for-advanced-clinical-practice-2/) - Pages 12-13 define responsibilities of both supervisors in greater depth.  Trainee ACPs will need:   1. A Coordinating educational supervisor: This individual will hold overall responsibility and consistency over the period of training. 2. A number of associate supervisors: These individuals may offer specific expertise in various aspects of the 4 pillars of advanced practice and can be multi-professional.   The minimum expected standard is 1 hour a week of supervision but this can be chunked together in sessions if this is preferable to both parties.  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/) |
| *Who can supervise them?* | Any Team member who has competency and capability of supervising experienced staff.  [Workplace Supervision for Advanced Clinical Practice - Advanced Practice (hee.nhs.uk)](https://advanced-practice.hee.nhs.uk/workplace-supervision-for-advanced-clinical-practice-2/)  Pages 12-13 define responsibilities of both supervisors in greater depth.  The Co-ordinating Education Supervisor will:   * Have an in-depth understanding of the advanced clinical practitioner’s role in the specialty, pathway or setting, including factors which may differentiate roles in advanced clinical practice from traditional uni-professional roles in the same setting; * Have a high level of awareness of the range of potential professionals and respective scope of registration for each; * Have completed professional development which includes a focus on multi-professional supervision and practice-based education * Guide and signpost the developing practitioner/ trainee to identify Associate Workplace Supervisors who can support specialty, pathway or setting-specific knowledge and skills; * Ensure access to sufficient, structured, practice-based learning opportunities to ensure the practitioner can develop the agreed advanced clinical practice competences and capabilities; * Ensure that competency and capability verification is conducted by a suitably authorised or approved registered professional; * Act as a link with the designated higher education provider/university where required for both apprentice and non-apprentice development routes; * Maintain an overview of the practitioner’s progress against an agreed individual learning plan and local/area-specific curriculum; * Any pathway specific standards, competences or capabilities required for the advanced clinical practitioner’s role; * The place for pastoral support; * Supporting a transition from a traditional uni-professional to an advanced clinical practice professional identity. |
| *What Training or qualifications do supervisors need?* | No training is mandated but the expectation is there will be experience and prior training in the supervision, coaching and mentoring of others (even if its different professions)  The [Centre for Advancing Practice](https://advanced-practice.hee.nhs.uk/) will soon publish the key competencies required of supervisors – please check their website for future updates. |
| *Where can supervisors access the relevant training / CPD?* | [HEE elfh Hub (e-lfh.org.uk)](https://portal.e-lfh.org.uk/)   * Educator training resources (ETR) NEW course * Module 1 includes sessions on: Supervision, effective feedback, supporting learners   Ongoing CPD around multi-professional supervision can be accessed via the southwest primary care academy virtual events: [Upcoming Events | Primary Care Academy (swpca.org.uk)](https://swpca.org.uk/events)  **Becoming an Educational or Clinical Supervisor if you are a GP:**   * All qualified GPs wishing to pursue accreditation as a named Educational and/or Clinical Supervisor, either for the first time, after relocating to the South West GP School footprint, or following a break from active supervision, should complete this Expression of Interest form.   [Supervision of GP Training - Peninsula Primary Care (peninsuladeanery.nhs.uk)](https://primarycare.peninsuladeanery.nhs.uk/about-us/supervision-of-gp-training/)  **Southwest Multi-professional Modular Supervisor Pathway Project**  [Modular-Supervisors-Course-summary-Jan-2023.pdf](https://primarycare.peninsuladeanery.nhs.uk/assets/Uploads/Modular-Supervisors-Course-summary-Jan-2023.pdf)  Once a prospective supervisor has completed the appropriate course modules, they will be contacted by the local Programme team, to arrange an initial approval meeting.  **Other training / CPD offers:**  [Complex Clinical Reasoning - elearning for healthcare (e-lfh.org.uk)](https://www.e-lfh.org.uk/programmes/complex-clinical-reasoning/)  [The Centre for Advancing Practice - Complex Clinical Reasoning Programme: A Supervisor Guide (e-learningforhealthcare.org.uk)](https://cs1.e-learningforhealthcare.org.uk/public/CCR/CCR_00_000/CCR_Supervisor_Pack.pdf)  [Module | University of Exeter Medical School | University of Exeter](https://medicine.exeter.ac.uk/people/module/?mod_code=HPDM142)  [PgCert Clinical Education - University of Plymouth](https://www.plymouth.ac.uk/courses/postgraduate/pgcert-clinical-education)  [South West Resources for Trainees and Supervisors - Advanced Practice (hee.nhs.uk)](https://advanced-practice.hee.nhs.uk/regional-faculty-for-advancing-practice-south-west/south-west-resources/south-west-trainee-resources/#nhs-block-anchor-5) |

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| Clinical Pharmacist | |
| *What are the supervisions requirements?* | [NHSE Network Contract DES 2022-23](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)  [CPPE - Centre for Pharmacy Postgraduate Education](https://www.cppe.ac.uk/) has published a Primary Care Pharmacy Education Pathway.  ‘This pathway will equip pharmacy professionals with the necessary knowledge, skills and experience to work in the primary care setting as part of a multidisciplinary team in a patient-facing role. The pathway includes a range of different study methods to suit a variety of learning styles, a series of assessments linked with each module and support from a CPPE education supervisor. The structure of the pathway is designed to develop strong networks and peer support.’  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/) |
| *Who can supervise them?* | Section 4 – ‘Each pharmacy professional will have a named clinical supervisor who will supervise them in the workplace, providing a rapid response to issues as they arise. The clinical supervisor will be appointed by the employing organisation/PCN.’   |  |  | | --- | --- | | Pharmacy professional | Clinical supervisor required | | Pharmacist working in a GP practice and/or care homes | GP or other medic eg, consultant community geriatrician for pharmacists working solely in care homes |   *p14 Primary care pharmacy education pathway Clinical supervisor handbook* |
| *What Training or qualifications do supervisors need?* | CPPE provides training to those wishing to supervise pharmacists on the general practice pathway; this can be via a half day workshop or online via 2 webinar sessions. |
| *Where can supervisors access the relevant training / CPD?* | **Workshop:** <https://www.cppe.ac.uk/programmes/l/mochcstr-w-02>  **Webinars:**   * Clinical supervisor training for CPPE national training pathways e-workshop webinar 1 <https://www.cppe.ac.uk/programmes/l/mochcstr-ew-01> * Clinical supervisor training for CPPE national training pathways e-workshop webinar 2 <https://www.cppe.ac.uk/programmes/l/mochcstr-ew-02>   The education pathway is outlined below. |

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| Pharmacy Technicians | |
| *What are the supervisions requirements?* | [NHS England Report Template 7 - no photo on cover](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)  [The Centre for Pharmacy Postgraduate Education – Pharmacy Technicians](https://www.cppe.ac.uk/gateway/pharmtech)  CPPE has published a Primary care pharmacy education pathway:  ‘This pathway will equip pharmacy professionals with the necessary knowledge, skills and experience to work in the primary care setting as part of a multidisciplinary team in a patient-facing role. The pathway includes a range of different study methods to suit a variety of learning styles, a series of assessments linked with each module and support from a CPPE education supervisor. The structure of the pathway is designed to develop strong networks and peer support.’  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/) |
| *Who can supervise them?* | Section 4 – Each pharmacy professional will have a named clinical supervisor who will supervise them in the workplace, providing a rapid response to issues as they arise. The clinical supervisor will be appointed by the employing organisation/PCN.   |  |  | | --- | --- | | Pharmacy professional | Clinical supervisor required | | Pharmacy technician working in a GP practice and/or care home | Pharmacist with experience of the work that the pharmacy technician will be doing (or a GP if a pharmacist is not available) |   *p14 Primary care pharmacy education pathway Clinical supervisor handbook* |
| *What Training or qualifications do supervisors need?* | CPPE provides training to those wishing to supervise pharmacists on the general practice pathway; this can be via a half day workshop or online via 2 webinar sessions |
| *Where can supervisors access the relevant training / CPD?* | Workshop: <https://www.cppe.ac.uk/programmes/l/mochcstr-w-02>  Webinars:   * Clinical supervisor training for CPPE national training pathways e-workshop webinar 1 <https://www.cppe.ac.uk/programmes/l/mochcstr-ew-01> * Clinical supervisor training for CPPE national training pathways e-workshop webinar 2 <https://www.cppe.ac.uk/programmes/l/mochcstr-ew-02>   The education pathway is outlined below. |

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| Physician Associates (PA) | |
| *What are the supervisions requirements?* | B6.3. pg 102: ‘A PCN’s Core Network practices must identify a suitable named GP supervisor for each physician associate, to enable them to work under appropriate clinical supervision.’ [NHSE Network Contract DES 2022-23](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)  [Faculty of Physician Associates - quality health care across the NHS (fparcp.co.uk)](https://www.fparcp.co.uk/employers/guidance)  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/) |
| *Who can supervise them?* | ‘Supervision of a qualified Physician Associate is comparable to that of a doctor in training or a trust grade doctor, in that the physician associate is responsible for their actions and decisions; however, the consultant is the clinician who is ultimately responsible for the patient. Likely to require GP supervision.’  As a clinical supervisor there is also a responsibility for ongoing development of the PA including appraisal and development of a professional development plan (PDP).’  [Faculty of Physician Associates - quality health care across the NHS (fparcp.co.uk)](https://www.fparcp.co.uk/employers/guidance/) |

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| Independent prescribing / Non-medical prescribing training | |
| *What are the supervisions requirements?* | NB this course can be accessed as a stand alone module at Exeter, Plymouth and UWE universities and is typically 40 masters credits. NB no funding for supervision exists with this approach  Trainee ACPs commonly access this module as one of their options modules and supervision funding for the ACP program can be used to support this aspect of the course.  The trainee prescriber would have to work through the RPS competency framework and supervisors would need to understand what they need to cover in their portfolio of evidence:  [A Competency Framework for all Prescribers | RPS (rpharms.com)](https://www.rpharms.com/resources/frameworks/prescribing-competency-framework/competency-framework) |
| *Who can supervise them?* | Regulatory changes in 2019 mean that experienced non-medical prescribers of any professional background can become responsible for a trainee prescriber's period of learning in practice similarly to Designated Medical Practitioners (DMP).  To help train safe and effective independent prescribers there is a multi-disciplinary experts to develop and publish a [competency framework for Designated Prescribing Practitioners (DPP)](https://www.rpharms.com/Portals/0/RPS%20document%20library/Open%20access/Professional%20standards/DPP%20Framework/DPP%20competency%20framework%20Dec%202019.pdf?ver=2019-12-18-150746-160).  This new framework will help universities running independent prescribing programmes, NHS trusts and boards with independent prescribers, trainee independent prescribers and experienced independent prescribers to understand the expectations for a DPP through standardised competency descriptors. |
| *What*  *y are needed to supervise?* | [DPP competency framework | RPS (rpharms.com)](https://www.rpharms.com/resources/frameworks/designated-prescribing-practitioner-competency-framework) |
| *Where can supervisors access the relevant training / CPD?* | The university running the IP course *(U of Plymouth, U of Exeter and U of West of England all run IP that Devon clinicians access)* Should provide DPP training and mentorship as part of the applicants fees. Your trainee should lead on this.  Other formal credited CPD options include:  [Practice Assessor - Professional/Short course - UWE Bristol: Courses](https://courses.uwe.ac.uk/UZVSKN153/practice-assessor) |

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| Health & Well-being Coach (HWBC) | |
| *What are the supervisions requirements?* | B4.5. pg 99: ‘A PCN’s Core Network Practices must identify a first point of contact for general advice and support and (if different) a GP to provide supervision for the PCN’s Health and Wellbeing Coach(es). This could be provided by one or more named individuals within the PCN. The Health and Wellbeing Coach must have access to regular supervision from a health coaching mentor. In addition to this, formal and individual group coaching supervision must come from a suitably qualified or experienced health coaching supervisor.’ [NHSE Network Contract DES 2022-23](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)  ‘Health coaching and line management supervisors have a collective responsibility to assess the ongoing development and performance of a health and wellbeing coach.’ [HWBC Workforce Development Framework](https://www.england.nhs.uk/long-read/workforce-development-framework-for-health-and-wellbeing-coaches/)  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/) |
| *Who can supervise them?* | A member of staff with relevant competencies, as described in the career framework, e.g. GP, senior clinician/professional including advanced practitioner.  In addition, health coaches must have access to regular supervision from a health coaching mentor. |
| *What Training or qualifications do supervisors need?* | Health Coach Mentors should have completed a 4 day accredited Health Coaching qualification – (see <https://www.personalisedcareinstitute.org.uk/accredited-training/> for a list of accredited training). |
| *Where can supervisors access the relevant training / CPD?* | All supervisors should be familiar with NHSE’s [Workforce Development Framework for Health & Wellbeing Coaches](https://www.england.nhs.uk/long-read/workforce-development-framework-for-health-and-wellbeing-coaches/)  Various providers offer training courses to support accredited health coaches to develop and maintain health coaching supervision skills. For more information see the Personalised Care Institute website:  <https://www.personalisedcareinstitute.org.uk/accredited-training/> |

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| Care Coordinator (CC) | |
| *What are the supervisions requirements?* | **Contractual Obligations**  B5.5. pg 1010: ‘A PCN’s Core Network Practices must identify a first point of contact for general advice and support and (if different) a GP to provide supervision for the PCN’s Care Coordinator(s). This could be provided by one or more named individuals within the PCN’  <https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf>  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/) |
| *Who can supervise them?* | Member of staff with relevant competencies, as described in the career framework, e.g. GP, senior clinician/professional or advanced practitioner |
| *What Training or qualifications are needed to supervise?* | Supervisors should be familiar with NHSE’s [Workforce Development Framework for Care Coordinators](https://www.england.nhs.uk/long-read/workforce-development-framework-for-care-co-ordinators/) |
| *Where can supervisors access the relevant training / CPD?* | Various providers offer training courses to support supervisors to develop and maintain skills to supervise personalised care roles. For more information see the Personalised Care Institute website: <https://www.personalisedcareinstitute.org.uk/accredited-training/> |

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| Social Prescribing Link Worker SPLW | |
| *What are the supervisions requirements?* | **Contractual Obligations:**  B3.4. pg 95: ‘A PCN’s Core Network Practices must identify a first point of contact for general advice and support and (if different) a GP to provide supervision for the Social Prescribing Link Worker(s). This could be provided by one or more named individuals within the PCN. A PCN’s Core Network Practices must provide monthly access to clinical supervision with a relevant health professional.’  <https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf>  Good [supervision](https://www.england.nhs.uk/long-read/workforce-development-framework-social-prescribing-link-workers/#6-supervision) arrangements for SPLWs are crucial to ensure they practice safely and effectively. SPLWs should have an initial point of contact within a PCN, a GP supervisor, and monthly clinical supervision with a relevant professional, to manage any emotional issues and to develop their SPLW practice. They may also have a day to day line manager. Supervisors should have relevant experience of the SPLW role, and be supported in [their own development as supervisors](https://www.england.nhs.uk/long-read/workforce-development-framework-social-prescribing-link-workers/#16-annex-c-supervisor-roles-and-skills).  All SPLWs will need supervision, which should be provided by their employer. Regardless of which host organisation employs the SPLW, if the role is funded through the Network Contract DES the PCN’s contractual obligations regarding supervision are the same. However, in practice, SPLWs may be supported by a number of people depending on who the host organisation is.  [NHS England » Workforce development framework: social prescribing link workers](https://www.england.nhs.uk/long-read/workforce-development-framework-social-prescribing-link-workers/)  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/) |
| *Who can supervise them?* | The PCN must appoint a GP supervisor, if different to the first point of contact, to provide supervision for the SPLW. This could be provided by one or more named individuals within the PCN. |
| *What Training or qualifications do supervisors need?* | Supervisors should have a good understanding of the level of skills and competencies a SPLW has, where they are now, and what they need to do to progress.  Supervisors should be familiar with NHSE’s [Workforce Development Framework for Social Prescribing Link Workers](https://www.england.nhs.uk/long-read/workforce-development-framework-social-prescribing-link-workers/#6-supervision) |
| *Where can supervisors access the relevant training / CPD?* | Supervisors should be familiar with NHSE’s [Workforce Development Framework for Social Prescribing Link Workers](https://www.england.nhs.uk/long-read/workforce-development-framework-social-prescribing-link-workers/#6-supervision)  The National Associate of Link Workers have produced a series of films to improve knowledge and awareness of different types of supervision required to support SPLWs in practice -- <https://www.nalw.org.uk/supervision-resources/> |

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| Mental Health Practitioner (MHP) | |
| *What are the supervisions requirements?* | B14.3. pg 115: ‘A PCN must ensure that the postholder is supported through the local community mental health services provider (or by the employer of the postholder, where the local community mental health services provider has subcontracted the service to another organisation) by robust clinical governance structures to maintain quality and safety, including supervision where appropriate.’ [NHSE Network Contract DES 2022-23](https://www.england.nhs.uk/wp-content/uploads/2022/03/B1963_i_Network-Contract-DES-Specification_171022.pdf)  [NHS England » Supervision guidance for primary care network multidisciplinary teams](https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/) |
| *Who can supervise them?* | A local mental health trust (adult MHPs), local provider of children and young people’s community mental health teams (CYP MHPs), the employer where subcontracted by the trust, or a more senior/experienced MHP. |