

What is Supervision?

Introduction

Supervision has many definitions across healthcare, with individual professions and regulators often having their own. Definitions can also vary between clinical settings.

Within this document we will provide some brief guidance on the Supervision training that the Primary Care Training Hubs will be making available to Primary Care Networks across the Hampshire and Isle of Wight patch.

Clinical Supervision.

According to NHS England's [Core Supervision Model for Multi-Professional Teams](#) published on [Future NHS Collaboration Platform](#) in July 2020, supervision aims to safeguard standards, develop professional expertise's, and deliver quality care. It is a formal process of professional support and learning and a means of identifying solutions to problems and encouraging self-assessment and analytical and reflective skills. It encourages staff to view patients/ clients as individuals and supports clinicians to explore their feelings and provides a link between research and practice.

Supervision is not a managerial control system or a system of formal appraisal/performance review. It is also not linked to a disciplinary process, or a form of counselling, a moan and groan or gossip session or a teaching /education assessment process.

Supervision is a space where individuals can consolidate learning, explore the effects of our work and make sense of the feelings our work evokes. It provides the opportunity to replenish reserves and bolster our resilience by considering new strategies. It also enables us to consolidate learning and celebrate our achievements.

Under the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014: Regulation 18, the CQC state that where appropriate, staff must be supervised until they can demonstrate required/acceptable levels of competence to carry out their role unsupervised. However, the CQC also state that Staff should receive

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appropriate ongoing or periodic supervision in their role to make sure competence is maintained.

The Primary Care Training Hubs will be providing clinical supervision training aligned to the NHS England Core Supervision Model to all Education Environment Leads to equip them with the tools to help them help the practices within their PCNs to meet the requirements laid down by the CQC. We will provide further details about this clinical supervision training very soon.

First Contact Practitioners and Advanced Practitioners in Primary Care - Roadmap to Practice Supervision

In October 2020 HEE published the [First Contact Practitioners and Advanced Practitioners in Primary Care: \(Musculoskeletal\) – A Roadmap to Practice](#) followed by the [First Contact Practitioners and Advanced Practitioners in Primary Care: \(Paramedic\) – A Roadmap to Practice](#) in January 2021. By the end of the spring 2021, HEE are also intending to publish similar *Roadmaps to Practice* for Podiatry, Occupational Therapy and Dietetics.

To be able to supervise First Contact Practitioners or Advanced Practitioners, supervisors must have undertaken the approved two session HEE Multi-Professional Primary Care Roadmap Supervision Course.

To train to be a supervisor, you will need to be a qualified Advanced Practitioner, (who is recognised by the HEE Centre for Advancing Practice), a Consultant Practitioner, or a GP.

Once you have completed both sessions, (or the first session if you are already a qualified GP Trainer) you will be put on a list of verified Advanced Practice roadmap supervisors regionally that will be transferred to and held on a directory by the Centre of Advancing Practice, once it has been fully established.

The Primary Care Training Hubs will also be offering this Primary Care Roadmap Supervision Course to PCNs and will provide further information about this shortly.

For further information please contact Angie Thompsett or Andy Sharman at:

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