

## A Guide to Supervision Requirements in BLMK Primary Care

Purpose	<p>This information has been summarised from a variety of sources (please see links in document for source material) and is intended as a guide only to help clinicians, practices and PCNs in Primary Care to understand the recommendations for Supervision.</p> <p>Please note that it is your responsibility to ensure that you have checked the most up to date guidance and to ensure that you are meeting the requirements documented in the DES or other profession specific requirements.</p>
CQC	<p><a href="#">The Care Quality Commission (Health &amp; Social Care Act 2008 (Regulated Activities) Regulations 2014)</a> remind us that all staff ‘receive such appropriate support, training, professional development, supervision and appraisal as is necessary to enable them to carry out the duties they are employed to perform’.</p> <p>The Health and Social Care Act 2008 (Regulated Activities) 2014 Regulations set out a provider’s responsibilities. The CQC’s <a href="#">guidance for providers on meeting the regulations</a> explains that providers are responsible for the staff they ‘employ’. The meaning of ‘employed’ in the regulations is wider than staff directly employed on an employment contract: it means anyone who works for the provider, under its ongoing direction and control. Where we are aware of specific CQC requirements we have included these however please visit the <a href="#">CQC website</a> for the latest / up-to-date information.</p>
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Resources / Further Reading	Please see end of document for resources / further reading
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Role	Supervision Type	Who by	Minimum sessions	Notes
<b>Medical</b>				
Foundation Year 2 Doctors (FY2) and GP Trainees ST1-3	Education	GP Trainer (Tier 3)		
	Clinical	GP Trainer (Tier 3) or Associate GP Trainer (Tier 2b) De-briefing may be undertaken by any qualified GP		Tier 2b trainer up to ST2 level, Tier 3 for ST3 level. Tier 3 can provide both clinical and educational supervision to Foundation Doctors and GP Trainees at all stages of training.
Trainee Physicians Associate	Education	Any qualified GP	Daily	
	Clinical	Any qualified GP	Daily	Preferable to be a GP Trainer Tier 2b or 3. First year students - shadowing different clinicians & GPs and non-clinical such as reception, admin & medical secretaries. Second year students - seeing/calling patients with the GP in the room, GP can also supervise a group of PAs or the PA assesses the patient and then reviews with GP
Physician Associate (PA)	Education	Any qualified GP		Preferable to be a GP Trainer
	Clinical	Any qualified GP	Monthly	
	Daily De-brief	Any qualified GP	Daily	
<b>Pharmacy</b>				
Senior Clinical Pharmacist (ARRS)	Education	GP Clinical Supervisor (any qualified GP)	Minimum 1 session per month	Must complete CPPE training and IP.
	Clinical	GP Clinical Supervisor (any qualified GP)	Minimum 1 session every 3 months	Max ratio of 1 Senior CP to 5 Junior CPs

Role	Supervision Type	Who by	Minimum sessions	Notes
				4 hours does not need to be as single continuous element. This does not need to be a senior clinical pharmacist within the PCN but could be part of a wider local network, including from secondary care or another PCN
	Peer Support	Local clinical network	Access to, as required	Flexible and innovative approaches to the formation of clinical networks can be adopted and promoted to enhance collaboration/integration across healthcare interfaces
Clinical Pharmacist (ARRS)	Education	GP Clinical Supervisor (any qualified GP) or Senior CP Pharmacist	Access to, as required	Must complete CPPE training and IP.
	Clinical	Senior Clinical Pharmacist / Advanced Practice Pharmacist and GP Clinical Supervisor (any qualified GP)	Minimum 1 session (4 hours) per month	Max ratio of 1 Senior CP to 5 Junior CPs 4 hours does not need to be as single continuous element. This does not need to be a senior clinical pharmacist within the PCN but could be part of a wider local network, including from secondary care or another PCN
	Peer Support	Local clinical network	Access to, as required	Flexible and innovative approaches to the formation of clinical networks can be adopted and promoted to enhance collaboration/integration across healthcare interfaces
Foundation Pharmacist	Education	Clinical Pharmacist	1-2 hours per week	3-6 month placement joint with Community or Hospital. Completing specific foundation year programme set by GPHC.
Student Pharmacist (BLMK summer placements)	Education	Clinical Pharmacist	1-2 hours per week	Summer placement is 6-week programme conducted by BLMK local team.

Role	Supervision Type	Who by	Minimum sessions	Notes
				Term time placements from UoH, ranging from 1 up to 2 weeks.
Pharmacy Technician (ARRS)	Clinical	Clinical Pharmacist	1 session per month	Must complete CPPE training or courses approved by the Association of Pharmacy Technicians UK (APTUK)
Pre-registration Trainee Pharmacy Technician (PTPT)	Education	Registered pharmacy professional*	Minimum 1 session (4 hours) per month	*With a min of 2 year's post qualification experience, meet the <a href="#">GPhC tutor suitability requirements</a> and meet the education provider's requirement. The education supervisor should work collaboratively with the practice / clinical supervisor to ensure the overall training programme meets the GPhC's IET standards, monitor PTPTs progress, seek feedback for review meetings and appraisals and final sign-off.
	Clinical	Registered pharmacy professional* / practice supervisor**	3 times during placement / rotation***	*Must be registered pharmacy professional with a minimum of 2 year's post qualification experience, meet the GPhC tutor suitability requirements and meet the education provider's requirement. **Examples of practice supervisor – skills-based assessor, work-based expert witness, section/rotation/placement trainer or another multi-professional practice / clinical supervisor. ***At the start of the placement / rotation to agree learning outcomes, training, and support. Mid-rotation to provide interim feedback and support and then again at the end of the rotation to give summative feedback.

Role	Supervision Type	Who by	Minimum sessions	Notes
Pharmacy Dispenser	Education	Pharmacy Technician	1-2 hours per week	Dispensers course commissioned by various providers.
<b>Allied Health Professionals</b>				
Paramedics (on the FCP Roadmap)	Clinical	GP Educator or previously trained FCP Roadmap approved Clinical Supervisor or recognised* Advanced Practitioner	1 per month	FCP Roadmap Supervisor training no longer available however those that have undertaken the training already can still supervise. Supervisors must work closely with the appointed HEI overseeing progress of the FCP. *Recognised by the Centre for Advancing Practice
	CPD (supervision)	GP, recognised* Advanced Practitioner, more experienced clinician in field as required	6 weekly	*Recognised by the Centre for Advancing Practice
	Daily De-brief	GP or previously trained FCP Roadmap approved Clinical Supervisor or recognised* Advanced Practitioner	Daily (20-30 minutes)	*Recognised by the Centre for Advancing Practice
Student Paramedic	Clinical	Suitably qualified clinician with Mentorship training	Daily throughout placement	The student can work with a suitably qualified clinician without mentorship training but must have daily access and review with a suitably qualified clinician with Mentorship training. Preferably working with a Paramedic or AP level clinician.

Role	Supervision Type	Who by	Minimum sessions	Notes
Physiotherapist (on the FCP Roadmap)	Clinical	GP Educator or previously trained FCP Roadmap approved Clinical Supervisor or recognised* Advanced Practitioner	1 per month	GP Educator can either be Clinical Supervisor / Tier 2b or Educational Supervisor / Tier 3 Level FCP Roadmap Supervisor training no longer available however those that have undertaken the training already can still supervise. Supervisors must work closely with the appointed HEI overseeing progress of the FCP. *Recognised by the Centre for Advancing Practice
	CPD (supervision)	GP, recognised* Advanced Practitioner, more experienced clinician in field as required	6 weekly	*Recognised by the Centre for Advancing Practice
	Daily De-brief	GP or previously trained FCP Roadmap approved Clinical Supervisor or recognised* Advanced Practitioner	Daily (20-30 minutes)	*Recognised by the Centre for Advancing Practice
Dietitian (on the FCP Roadmap)	Clinical	GP Educator or previously trained FCP Roadmap approved Clinical Supervisor	1 per month	FCP Roadmap Supervisor training no longer available however those that have undertaken the training already can still supervise. Supervisors must work closely with the appointed HEI overseeing progress of the FCP. *Recognised by the Centre for Advancing Practice

Role	Supervision Type	Who by	Minimum sessions	Notes
	CPD (supervision)	GP, recognised* Advanced Practitioner, more experienced clinician in field as required	6 weekly	*Recognised by the Centre for Advancing Practice
	Daily De-brief	GP or previously trained FCP Roadmap approved Clinical Supervisor or recognised* Advanced Practitioner	Daily (20–30 minutes)	*Recognised by the Centre for Advancing Practice
Podiatrist (on the FCP Roadmap)	Clinical	GP Educator or previously trained FCP Roadmap approved Clinical Supervisor or recognised* Advanced Practitioner	1 per month	FCP Roadmap Supervisor training no longer available however those that have undertaken the training already can still supervise. Supervisors must work closely with the appointed HEI overseeing progress of the FCP. *Recognised by the Centre for Advancing Practice
	CPD (supervision)	GP, recognised* Advanced Practitioner, more experienced clinician in field as required or recognised* Advanced Practitioner	6 weekly	*Recognised by the Centre for Advancing Practice
	Daily De-brief	GP or previously trained FCP Roadmap approved Clinical Supervisor or recognised* Advanced Practitioner	Daily (20-30 minutes)	*Recognised by the Centre for Advancing Practice



Role	Supervision Type	Who by	Minimum sessions	Notes
Occupational Therapist (on the FCP Roadmap)	Clinical	GP Educator or previously trained FCP /Roadmap approved Clinical Supervisor or recognised* Advanced Practitioner	1 per month	FCP Roadmap Supervisor training no longer available however those that have undertaken the training already can still supervise. Supervisors must work closely with the appointed HEI overseeing progress of the FCP.
	CPD (supervision)	GP, recognised* Advanced Practitioner, more experienced clinician in field as required	6 weekly	*Recognised by the Centre for Advancing Practice
	Daily De-brief	GP or previously trained FCP Roadmap approved Clinical Supervisor or recognised* Advanced Practitioner	Daily (20-30 minutes)	*Recognised by the Centre for Advancing Practice
<b>Nursing</b>				
Nurse	Clinical	Trained peer Clinical Supervisor	6 weekly	Peer Clinical Supervisor training is sufficient
Student Nurse	Clinical	SSSA trained Clinical Supervisor & SSSA trained Nursing Assessor	Available whilst in placement	Assessor status gained from completing MSPP + SSSA or SSSA + Assessor top up
Nursing Associate	Clinical	Trained peer Clinical Supervisor	6 weekly	Peer Clinical Supervisor training is sufficient
	Professional	Nurse		
	Daily	Access to named clinician on-site		

Role	Supervision Type	Who by	Minimum sessions	Notes
Trainee Nursing Associate	Clinical	Access to SSSA trained Clinical Supervisor and a SSSA trained Nursing Assessor	Monthly whilst in placement	Access to Assessor for support, sign off and tripartite meetings Assessor status gained from completing MSPP + SSSA or SSSA + Assessor top up
	Professional	Nursing Associate or Nurse		
	Daily	Access to named clinician on-site		
Digital Placements - Nursing (pilot in BLMK)	Clinical Placement	Access to SSSA trained clinical supervisor	Available whilst in placement Available virtually	Access to Supervisor for support, supervision, and feedback
	Virtual Placement	Access to SSSA trained Virtual Supervisor and a SSSA trained Virtual Assessor		Access to Virtual Supervisor and Assessor for support, questions 1:1's group tutorials and for signing of proficiencies and completing start, mid and end point interviews
<b>Personalised Care / Unregistered Roles</b>				
Social Prescribing Link Worker	Day to Day Line Management	Member of staff with relevant competencies, as described in the career framework e.g. GP, senior clinician / professional or advanced practitioner	Daily	Workplace supervision day-to-day.
	Clinical/Non-Managerial	Named professional, credible to supervisee, understands competency of SPLW	Monthly	

Role	Supervision Type	Who by	Minimum sessions	Notes
	Clinical	Senior Professional	Ad hoc	To speak to in the first instance about any patient related concerns
	Advisory	Named first point of contact in each GP Practice	Daily	for general advice
	Peer Support	BLMK Primary Care Training Hub MS Teams Site Future NHS collaborative workspace for Health and Wellbeing Coaches	Open access	Need to sign up to MS Teams Channel and to NHS Futures Collaboration Platform
Health & Wellbeing Coach	Clinical	Member of staff with relevant competencies, as described in the career framework e.g. GP, senior clinician / professional or advanced practitioner	Every 2-3 months	For support with clinical concerns, pastoral and professional support
	Health Coaching Supervision	Experienced Health Coaching professional	1-2hours a month	Supervisor has significant health coaching experience (at least 500 hours coaching within the NHS, recent patient caseload of at least 50 hours in the previous 12 months) experienced in providing supervision or evidence of training and receiving health coaching supervision
	Day to Day Line Management	Supervisor with good understanding of role and competencies	Monthly plus ad hoc	First point of contact and line management supervision

Role	Supervision Type	Who by	Minimum sessions	Notes
	Peer Support	BLMK Primary Care Training Hub MS Teams Site Future NHS collaborative workspace for Health and Wellbeing Coaches	Open access	Need to sign up to MS Teams Channel and to NHS Futures Collaboration Platform
Care Co-ordinator	Clinical	Member of staff with relevant competencies, as described in the career framework e.g. GP, senior clinician / professional or advanced practitioner	Monthly	
	Advisory	Senior professional	Daily / as needed	To speak to in the first instance about any patient related concerns
	Advisory	Identified first point of contact	Daily	For general advice
	Peer Support	BLMK Primary Care Training Hub MS Teams Site Future NHS collaborative workspace for Health and Wellbeing Coaches	Open access	Need to sign up to MS Teams Channel and to NHS Futures Collaboration Platform
Mental Health Practitioner	Daily	Local mental health trust (adult MHPs), local provider of children and young	Minimum of 1 session per month	As part of a rotational model, Clinical and Educational supervision is the responsibility of the employer.

Role	Supervision Type	Who by	Minimum sessions	Notes
		people's community mental health teams (CYP MHPs), employer where subcontracted by the trust or a more senior / experienced MHP		
Trainee General Practice Assistant (GPA)	Clinical	Registered nurse, senior clinician / professional including advanced practitioner, GP	Monthly	
	Clinical Mentor	Named GP	Receive ½ day per week of mentoring in addition to monthly reviews	The named GP mentor is responsible for overseeing the learner's development and has responsibility to sign off the 5 competencies. This may include support from other members of the team (clinical and non-clinical).
<b>Multi-professional roles</b>				
Trainee Advanced Clinical Practitioner (via apprenticeship)	Clinical Educational Daily feedback	Coordinating Educational Supervisor needs to be either: <ul style="list-style-type: none"> <li>GP</li> <li>Tier 3 AP Educator</li> <li>AP with L7 Mentorship Qualification</li> </ul> Associate supervisor needs to be	1 hour per week (0.25pa)  Associates – daily/as required in clinical/non clinical settings	Needs coordinating education supervisor (Advanced Practitioner or GP, needs to have in depth understanding of AP role and associate off the job and clinical commitments as well as scope) and a number of associate workplace supervisors (support specified aspects of specialty or area specific knowledge and skills)

Role	Supervision Type	Who by	Minimum sessions	Notes
		experienced in the area supervising		Must have 6 hours pw off the job (non clinical) time as per national apprenticeship rules
Advanced Clinical Practitioner	Clinical & Educational	<ul style="list-style-type: none"> <li>• GP</li> <li>• Tier 3 AP Educator</li> <li>• AP with L7 Mentorship Qualification</li> </ul>	Monthly	
Trainee Independent Prescriber (Non-Medical)	Educational	Practice Educator for AHP / Practice Supervisor and Practice Assessor for nurses / designated prescribing practitioner for pharmacists	Alongside theoretical sessions students are required to complete additional 90 hours (approx.) compulsory supervised hours. Each university will have their own specification.	Supervisors must be qualified as a prescriber for a min of 3 years within the students field of prescribing practice and meet all competencies within the <a href="#">Royal Pharmaceutical Society (RPS) A Competency Framework for All Prescribers</a> and <a href="#">Royal Pharmaceutical Society (RPS) A Competency Framework for all Designated Prescribing Practitioners</a>
Independent Prescriber (Non-Medical)	Clinical	Designated prescribing practitioner supervisor (experienced independent prescriber of any registered health care professional background)		

**Note:** Organisations must be approval as Learning Organisations for student / trainee placements / rotations.

## **Resources / further reading:**

### **Medical – GP**

[https://www.gmc-uk.org/-/media/documents/promoting-excellence-standards-for-medical-education-and-training-2109\\_pdf-61939165.pdf#page=24](https://www.gmc-uk.org/-/media/documents/promoting-excellence-standards-for-medical-education-and-training-2109_pdf-61939165.pdf#page=24)

<https://www.e-lfh.org.uk/wp-content/uploads/2022/09/GP-Mentor-guide-final-v2.pdf>

### **Medical – Physician Associate**

<https://www.bma.org.uk/advice-and-support/gp-practices/employment-advice/employing-physician-associates-in-gp-practices>

### **Pharmacy**

<https://www.cppe.ac.uk/wizard/files/primary-care/pcpep-learner-faqs-dec22.pdf>

<https://www.rpharms.com/resources/frameworks>

[Standards for the education and training of pharmacist independent prescribers \(pharmacyregulation.org\)](https://www.pharmacyregulation.org/standards-for-the-education-and-training-of-pharmacist-independent-prescribers)

### **Allied Health Professionals – Paramedic, Physiotherapist, Dietitian, Podiatrist and Occupational Therapist**

<https://www.hee.nhs.uk/our-work/allied-health-professions/enable-workforce/roadmaps-practice/first-contact-practitioners-roadmaps-practice>

<https://www.cgc.org.uk/guidance-providers/gps/gp-mythbusters/gp-mythbuster-106-primary-care-first-contact-practitioners-fcps>

### **Nursing**

<https://www.nmc.org.uk/standards-for-education-and-training/standards-for-student-supervision-and-assessment/>

### **Personalised Care / Unregistered Roles – Social Prescriber Link Worker, Health & Wellbeing Coach, Care Co-ordinator, Mental Health Practitioner and General Practice Assistant (GPA)**

<https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/>

<https://www.e-lfh.org.uk/wp-content/uploads/2022/09/GP-Mentor-guide-final-v2.pdf>

**Multi-professional roles – Advanced Clinical Practitioner and Independent Prescriber (non-medical)**

<https://www.hee.nhs.uk/sites/default/files/documents/Workplace%20Supervision%20for%20ACPs.pdf>

<https://www.hcpc-uk.org/globalassets/standards/standards-for-prescribing/standards-for-prescribing2.pdf>

<https://www.rpharms.com/resources/frameworks/prescribers-competency-framework>

**General**

<https://www.england.nhs.uk/publication/network-contract-des-contract-specification-for-2023-24-pcn-requirements-and-entitlements/>

[https://www.lasepharmacy.hee.nhs.uk/dyn/\\_assets/\\_folder4/educational-frameworks/professional\\_development\\_framework\\_for\\_educators\\_2020\\_2021.pdf](https://www.lasepharmacy.hee.nhs.uk/dyn/_assets/_folder4/educational-frameworks/professional_development_framework_for_educators_2020_2021.pdf)

<https://www.england.nhs.uk/long-read/supervision-guidance-for-primary-care-network-multidisciplinary-teams/>