

Making the most of Supervision



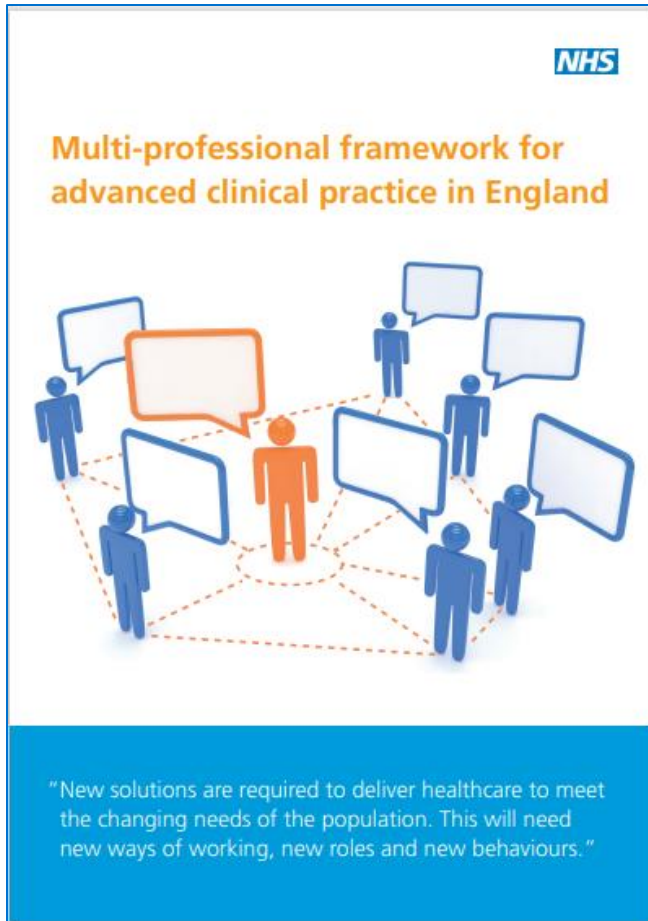
Nick Worth

North West Faculty - Supervision and Assessment Lead

Session outcomes

- What is Supervision and why is it important?
- How to find a Supervisor
- Supervision planning
- What does good Supervision look like?
- Q&A

What's it all about?



- Patient safety
- Competency/Capability
- Support the whole healthcare workforce
- Right Clinician, at the right time, for the right patient
- Advanced Practice isn't compulsory!
 - It's a development opportunity open to all



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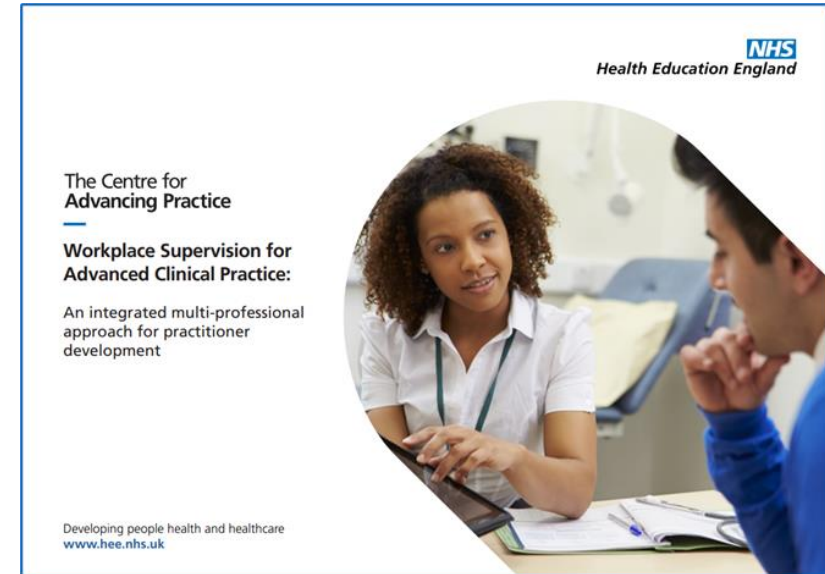
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Supervisor



How does this all work together?



Supervision

Why?



Where do I find a Supervisor?

- Ask your employer – ACP Lead
 - Readiness checklist
- Ask your colleagues/friends
- Not the responsibility of your HEI
- Contact your Regional Faculty for Advancing Practice

Rating score	1	2	3	4	5
Rating description	Nothing yet planned	Planned	Developing	Progressing	Ongoing monitoring
Rating summary	Emerging		Developing	Maturing	

Supervision and support			
We have planned ACP supervision in the context of existing learners and staff	Clinical supervision timetables/plans		
Each ACP trainee has a named supervisor who is familiar with the requirements of ACP	Workforce reviews, local ACP supervisor database		
Commitment to provide protected study time (and study leave) for all trainee ACPs	Job plans, contracts of employment		
Planned and common approach to clinical supervision in place for ACP roles (inc trainees)	Individual learning plans		
All ACP supervisors have time specified in their job plans for supervision of ACP (minimum 1 hour per week)	Job plans		

What will a Supervisor do?



Range of COT's and WBPA's



Verify certificates and portfolio advice



LNA and support learning opportunities



Debrief sessions/Pastoral support

Supervision examples



Critical reflection on an observation of a clinical skill or consultation



Case based discussions



Communication skills development through coaching



Professional support and well being



Action learning sets

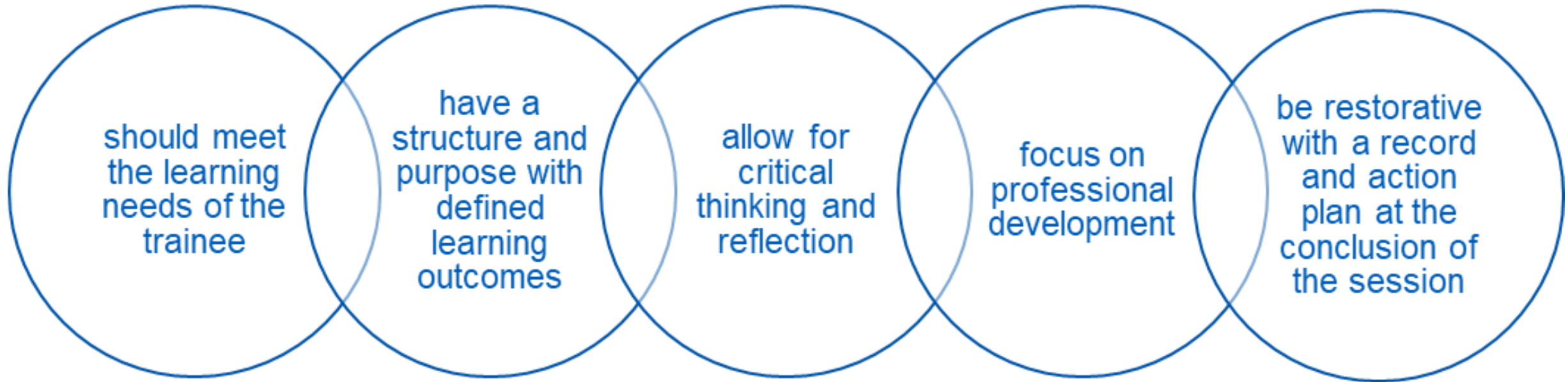


Facilitated discussion on challenging situations such as conflict resolution, difficult conversations etc



Educational progress and personal learning plans

What does good look like?



Supervision odds and ends

- Who can be a Supervisor?
- Can Supervision be done remotely?
- Can I have more than 1 Supervisor?
- What happens if things don't go well?
- This all seems like a lot of work – what's the point?

Supporting Supervision

Minimum standards

- 1 hour a week
- Protected time
- Co-ordinating Education Supervisor
- Associate Workplace Supervisor
- Covers all 4 pillars
- Recorded and reflected upon
- Plan your Supervision with your Supervisor

Advanced Clinical Practice Workplace supervision

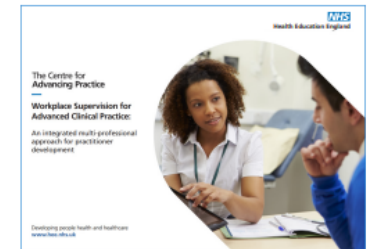
Minimum standards for supervision

Introduction

High quality supervision for health-care professionals moving into trainee [advance practice](#) roles is essential for supporting the development of confidence and capability and underpins patient and practitioner safety.

Health Education England's [Workplace Supervision for Advanced Clinical Practice](#) provides further in-depth, evidence based information and recommendations on how to develop quality supervision in the workplace.

The following guidance is for supervisors, managers, employers, and trainee ACPs to advise of HEE Centre of Advancing Practice minimum expected standards of supervision.



Training Programme Directors (TPD's)

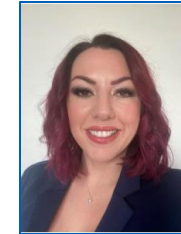
The TPD's are Specialty Advisors that are part of the North West Faculty for Advancing Practice. Their aim is to support & listen to feedback from trainees, help with speciality issues and support / develop communities of practice.



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Questions?

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