

Supervision Arrangements for Doctors in Training In the Independent Sector: September 2020

These arrangements apply when NHS work is contracted to the independent sector within England.

It is expected that NHS consultants will work at the independent sites as part of this arrangement and these Consultants will require practicing privileges at the relevant independent site.

All trainers need to be an appropriately trained doctor who has GMC registration in addition to the CQC requirement of having practising privileges at the relevant local independent provider.

The GMC's requirements in 'Promoting Excellence'¹ are:

Organisations must make sure that learners have an appropriate level of clinical supervision at all times by an experienced and competent supervisor, who can advise or attend as needed. The level of supervision must fit the individual learner's competence, confidence and experience. The support and clinical supervision must be clearly outlined to the learner and the supervisor.

Learners' responsibilities for patient care must be appropriate for their stage of education and training. Supervisors must determine a learner's level of competence, confidence and experience and provide an appropriately graded level of clinical supervision.

The principle agreed in the position statement is:

Trainees must always be supervised by a consultant who is a recognised clinical or educational supervisor in the NHS and who is currently employed by the host trust. This information should be known prospectively and timetabled as part of the list/session. (Definitions of supervision can be found in Appendix B).

The expectation is that there will be prospectively timetabled on site supervision by the Consultant responsible for the list/session.

As they will be on the GMC trainer database, overseen by Postgraduate Deans, they will be appraised for these roles on their full scope of practice revalidation appraisal.

As they will be a named educational and clinical supervisor they will be able to assess the level of competence as defined above.

If further reassurance is required then the documentation in Appendix A could be used.

¹ https://www.gmc-uk.org/-/media/documents/promoting-excellence-standards-for-medical-education-and-training-0715_pdf-61939165.pdf#page=9

Appendix A

Clinical assessment tool

All elements of clinical work must be supervised with the level of supervision varying depending on the experience of the trainee and the clinical exposure and case mix undertaken. Outpatient and referral supervision must routinely include the opportunity to personally discuss all cases if required. Organisations must make sure that each doctor in training has access to a named supervisor.

The role and responsibilities of supervisors have been defined by the GMC in their standards for medical education and training¹

Trainee and supervisor should review the activity and consider the skills, knowledge and experience already gained and mutually agree the appropriate level of supervision to maintain safe patient care.

Date of review	
Trainee's Name:	
Trainee's GMC Number:	
Supervisor's Name:	
Supervisor's Email Address:	
Supervisor's GMC Number:	

State the clinical activity reviewed

Skills		Evidence (e.g. portfolio assessments)
Level 1 Observation with no activity		
Level 2 Able to act with close supervision		
Level 3 Able to act with supervision available nearby		
Level 4 Able to act unsupervised		

State the non-clinical activity reviewed

Skills		Evidence
Level 1 Limited or no knowledge and experience		
Level 2 knowledge but limited experience - able to act with close supervision		
Level 3 Some knowledge and experience - able to act with supervision available nearby		
Level 4 Experienced and able to act independently		

Trainee signature

Supervisor signature

1. Promoting excellence: standards for medical education and training
2. JRCPTB Workplace assessment <https://www.jrcptb.org.uk/assessment>

Appendix B

Definitions:

Named clinical supervisor (CS)

A trainer who is responsible for overseeing a specified trainee's clinical work for a placement in a clinical environment and is appropriately trained to do so. He or she will provide constructive feedback during that placement, and inform the decision about whether the trainee should progress to the next stage of their training at the end of that placement and/or series of placements.

Named educational supervisor (ES)

A trainer who is selected and appropriately trained to be responsible for the overall supervision and management of a trainee's trajectory of learning and educational progress during a placement and/or series of placements. Every trainee must have a named educational supervisor. The educational supervisor's role is to help the trainee to plan their training and achieve agreed learning outcomes. He or she is responsible for the educational agreement and for bringing together all relevant evidence to form a summative judgement at the end of the placement and/or series of placements.

Local Education Provider (LEP)

The organisation that hosts the training of healthcare professionals.