

Doctors in training and clinical supervision at out-patient clinics

- The availability of a doctor in training does not have any impact on a Consultant's need to fulfil contractual and job-planned requirements to attend their clinics.
- To fulfil the GMC's standards (that seek above all else to prioritise patient safety) under theme 1 – Learning environment & culture, the following requirement must be met:
R1.8 *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, the supervisor and to other relevant clinic staff.*
- The Consultant has responsibility for the quality and safety of care of the patients attending their clinic and for ensuring the level of supervision (along with the welfare) of doctors in training at the clinic is appropriate to their needs and levels of competence.
- There is an expectation that Core trainees, GP trainees, higher specialty trainees in their first year of higher training or in their first year of sub-specialty training should only do clinics with the responsible Consultant in attendance.
- Tailoring the degree of supervision to the individual needs of trainees is an important aspect of training. With acquisition of experience and competencies, as trainees progress through training, it is recognised that most doctors in training will require lesser degrees of clinical supervision. Lessening of supervision could be achieved with the Consultant in the clinic, or with the Consultant elsewhere in the employing institution, but immediately contactable (if contractual requirements allow).
- For a doctor in training to be provided with supervision by a Consultant who is not in the clinic concurrently, the following conditions must be fulfilled:
 - The doctor in training must have attained a level of competence for this to be appropriate; the doctor in training must also be comfortable with this level of responsibility; and the Consultant must take into account the appropriateness of this in the context of the welfare of the trainee and the safety of the patients. There must be a prospective record of joint sign-off and agreement to this in the trainee's training record / e-portfolio.
 - The Consultant should be able to attend the clinic if asked to do so by the doctor in training.

In exceptional circumstances, such as illness, it is recognised that *ad hoc* arrangements may result in deviation from this guidance, but these do not remove the obligation to ensure supervision of doctors in training at clinics is commensurate with their competence and that it ensures the safety of the care of patients.