

Recognition of Educational or Clinical Supervisors (in the North West)

FAQs

THE BACKGROUND

Q. What is the plan?

A. All Clinical and Educational Supervisors of postgraduate trainees will be recognised by the GMC. Recommendations will be made by the Local Education Provider via Health Education England, North West (HEE (NW)) to the GMC. See GMC information at [http://www.gmc-uk.org/Recognising and Approving trainers implementation plan Aug 12.pdf](http://www.gmc-uk.org/Recognising_and_Approving_trainers_implementation_plan_Aug_12.pdf) 63150239.pdf

Q. Does this cover medical students Supervisors as well?

A. Yes. It is expected that basic processes will be the same. Some details may differ e.g. undergraduate educators may need problem-based learning facilitator training.

Q. Does this cover Trust-based Clinical Supervisors of GP trainees?

A. Yes.

Q. Does this cover GP Educational Supervisors of Foundation trainees who are not already Approved Trainers?

A. Yes.

Q. Does this cover GPs who are Educational Supervisors of GP trainees?

A. GPs who are Educational Supervisors of GP trainees should be on the GP Approved Trainers list (a different process); see <https://www.nwpgmd.nhs.uk/content/introduction-0>.

Q. When was this announced?

A. The GMC document 'Recognising and approving trainers: the implementation plan' was published in August 2012 (see www.gmc-uk.org/education/10264.asp)

Q. What are the 'four key medical trainer roles'?

A.

1. Named Educational Supervisors: doctors who are responsible for the overall supervision of trainees and their progression during placements. They work with trainees to plan their training against the agreed learning outcomes.
2. Named Clinical Supervisors: doctors who are responsible for overseeing the work of the trainee throughout the placement.
3. Doctors responsible for overseeing undergraduate medical students' progress. There is at least one in each medical school and, for example, the role may be fulfilled by an NHS consultant or clinical academic coordinating the course.
4. Lead coordinators at each local education provider (LEP): doctors who are responsible for coordinating the placement training and ensuring worthwhile educational activities.

See page 15 of [http://www.gmc-uk.org/Recognising and Approving trainers implementation plan Aug 12.pdf](http://www.gmc-uk.org/Recognising_and_Approving_trainers_implementation_plan_Aug_12.pdf) 63150239.pdf.

Q. What is an Education Organiser (EO)?

A. The Education Organiser (EO) is the organisation that is responsible for leading the planning and commissioning of medical education and training, such as a Deanery, medical school or equivalent.

Q. What is a Local Education Provider (LEP)?

A. A Local Education Provider 'LEP' is any organisation that provides learning experiences or environments for medical students and trainees on undergraduate and postgraduate medical training programmes. These are usually NHS Trusts and Hospitals but they can also be GP practices, charities/hospices, industry or private organisations.

Q. Who is a Named Clinical Supervisor?

A. Named Clinical Supervisors oversee a trainee's clinical work throughout a placement and contribute to the final decision on whether a trainee should progress to the next stage of training.

Q. Who is a Named Educational Supervisor?

A. Named Educational Supervisors are responsible for the overall management and supervision of a trainee's educational progress during a placement or series of placements.

Q. Are all consultants Clinical Supervisors?

A. Any consultant who - even occasionally - supervises the clinical work of trainees, during 9-5 Monday to Friday or on call hours.

Q. Can SAS doctors be Clinical or Educational Supervisors?

A. Yes.

Q. Can I be approved to supervise trainees outside my clinical specialty?

A. Yes. It is not essential that you work in the same specialty as your trainees.

Q. Who holds the details of Clinical and Educational supervisors?

A. Trusts hold databases of trainers - Clinical and Educational Supervisors - including equivalent experience.

Q. I shall soon be become a consultant? Will I be a CS or ES or both?

A. This depends on specialty, department and role. For example, most general paediatricians will be required to be CS at appointment and ES as soon as possible thereafter, to share the supervision of trainees; by contrast, departments of anaesthesia may need fewer ES, because consultant numbers exceed those of trainees. Your departmental College or Specialty Tutor or Director of Medical Education should be able to advise.

WHAT ARE THE STANDARDS AND THE DOMAINS – WHAT MUST I MEET?

Q. What is the Standards Framework?

A. The GMC has adopted the AoME Framework for the Professional Development of Postgraduate Medical Supervisors (www.medicaleducators.org/index.cfm/linkservid/C575BBE4-F39B-4267-31A42C8B64F0D3DE/showMeta/0/ page 9). The GMC requirements relate to all the seven domains.

Q. What are the seven domains?

- A.**
1. Ensuring safe and effective patient care through training;
 2. Establishing and maintaining an environment for learning;
 3. Teaching and facilitating learning;
 4. Enhancing learning through Assessment;
 5. Supporting and monitoring educational progress;
 6. Guiding personal and professional development;
 7. Continuous professional development as an educator.

Q. What domains of evidence will I need as a Clinical Supervisor?

- A.** Five domains in all: 1-4 and 7.

Q. What domains of evidence will I need as an Educational Supervisor?

- A.** Seven domains in all: 1-6 and 7.

Q. Is the supporting evidence required the same as for appraisals and revalidation?

- A.** Broadly, yes, but your appraiser will seek evidence relating to your trainer role, rather than your clinical practice. The Trainer Recognition process will complement both the NHS Appraisal and Revalidation processes, for which you should already be collecting evidence of your teaching and CPD activity.

ACHIEVING FULL TRAINER RECOGNITION

Q. Before I begin the trainer recognition process, what do I need?

- A.** You need to hold valid GMC registration and a licence to practise. You need to be undertaking continuing professional development (CPD) and demonstrating appropriate attitudes and behaviours.

Q. How do I know if I am provisionally or fully recognised?

- A.** There is a database held at your Trust of Clinical and Educational Supervisors and the Provisional or Full Recognised status.

Q. As a provisionally recognised Clinical or Educational Supervisor, what do I need to do?

- A.** All CS & ES currently on Trust databases as meeting GMC standards will be provisionally recognised until 2016. To be fully recognised by 2016 you will need an annual appraisal which includes one piece of evidence of educational CPD. (see newsletter at <https://www.nwpgmd.nhs.uk/educator-development-north-western-deanery-0> for examples).

Q. How can new HEE (NW) trainers gain CS and ES recognition?

- A.** New CS & ES will need to:
1. Attend a DME-approved and externally accredited course; AND
 2. Have evidence in each of domains 1-4 (for CS) or 1-6 (for ES) (see newsletter at <https://www.nwpgmd.nhs.uk/educator-development-north-western-deanery-0> for examples);
 3. Have annual educational CPD confirmed at appraisal.

Q. How can HEE (NW) trainees prepare for CS and ES roles?

A. HEE (NW) trainees will need to:

1. Attend the first module(s) of the PG Cert in Workplace Based Postgraduate Medical Education at Edge Hill University. Completion of module 1 gains CS and of module 2 gains ES recognition. All trainees will be offered a funded place on module 1.
2. Have evidence in of domains 1–4 (for CS) and 1–6 (for ES).
3. Have annual educational CPD confirmed at appraisal.

Q. How can fully recognised HEE (NW) trainers maintain CS and ES recognition?

A. Trainers must collect one piece of CPD evidence per year (including one piece from each of the domains over a 5 year appraisal / revalidation cycle) and have this signed off by their appraiser.

Q. How can I gather supporting evidence on my teaching activities?

A. You should think about collecting evidence from four main sources:

1. Your students or trainees;
2. Your colleagues and peers;
3. Your own reflections;
4. Your record of CPD as a trainer.

(See newsletter at <https://www.nwpgmd.nhs.uk/educator-development-north-western-deanery-0> for examples).

Your local EO will be able to advise in more detail.

THE PROCESS

Q. How does the process work at the LEP?

A.

- CS / ES collects evidence of CPD in education
- Annual Appraisal (Enhanced): Evidence reviewed and signed off by Appraiser
- MD/DME signs off as meeting ES/CS standards
- LEP collects data and submits to HEE (NW).

Q. How does the national system work?

A.

- Evidence collected by LEPs
- Mapped to 5/7 domains
- Designation as CS +/- ES
- Dataset submitted to HEE (NW)
- Trainer CS & ES lists reviewed and amended
- CS and ES recognised by HEE (NW)
- List of Recommendations submitted to GMC.