

Supervision In Advanced Practice: An Integrated Approach



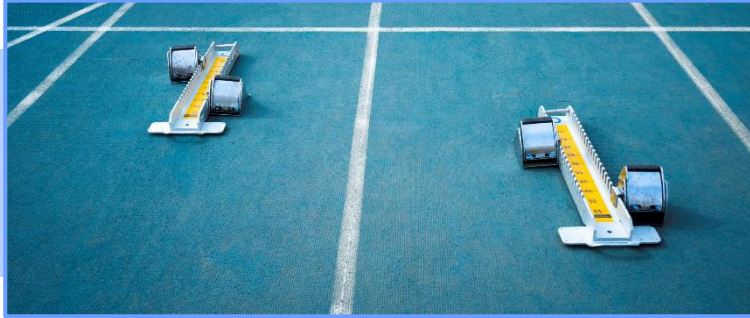
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Professor Deborah Harding, Supervision Lead for HEE Centre for Advancing Practice and Allied Health Professionals

What is Supervision?



Supervision in Advanced Practice



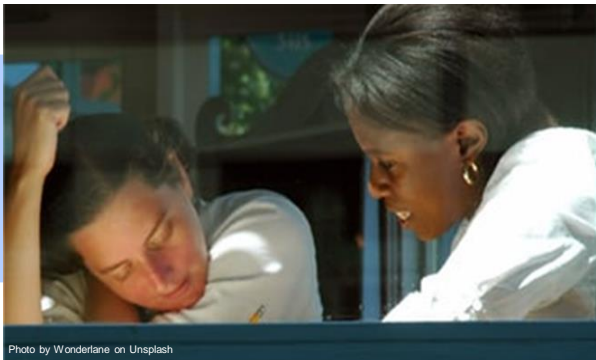
Each trainee potentially with different starting points

Different professions and registrations working in less traditional roles at an advanced level



General
Pharmaceutical
Council

Integrated Approach



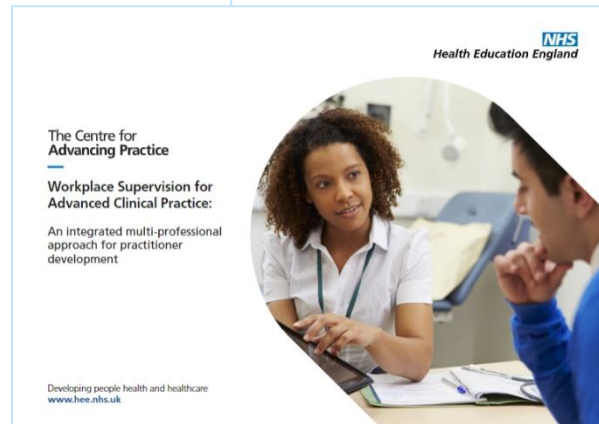
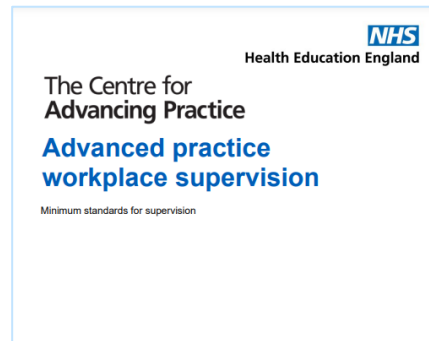
Appoint a **Co-ordinating Education Supervisor** to follow the developing advanced practitioner trainee through their training

Range of **Associate Supervisors** matched to support specified aspects of the practitioners advanced development.



HEE Supervision Resources

- [Advanced practice workplace supervision](#)
 - Minimum standards for supervision
 - Employers advanced practice supervision action plan
 - Readiness to become an advanced practitioner
 - Supervisor readiness checklist
- [Workplace Supervision for Advanced Clinical Practice](#) and supporting videos
- [Governance of advanced practice in health and care provider organisations](#)



Advanced Practitioners – Registered Professionals



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hcpc health & care
professions
council

nmc Nursing &
Midwifery
Council

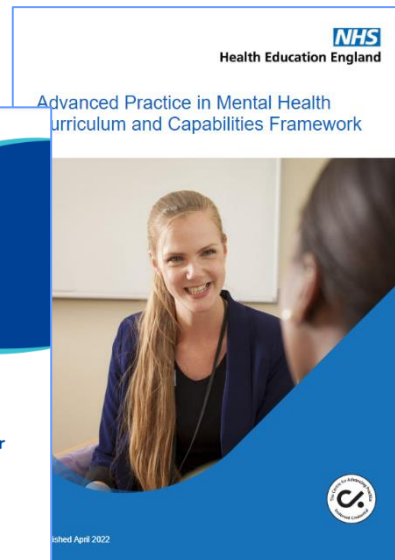
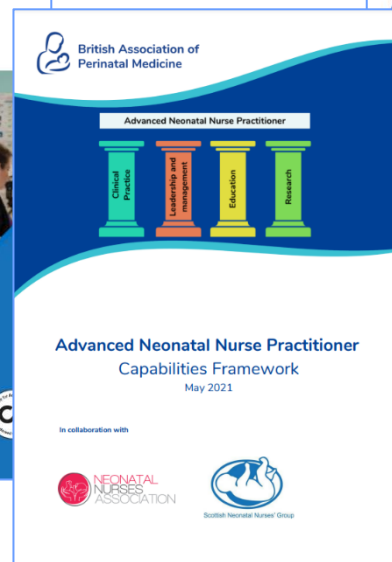
Advanced Practice - an Evolving Workforce



Advanced Practice and Specialty Frameworks

Some specialties have established training and governance frameworks with a recognised career path.

<https://advanced-practice.hee.nhs.uk/credentials/>



Exploring Options for the Integrated Model

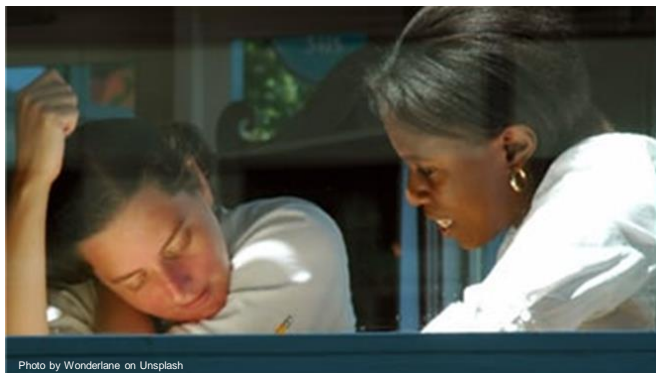
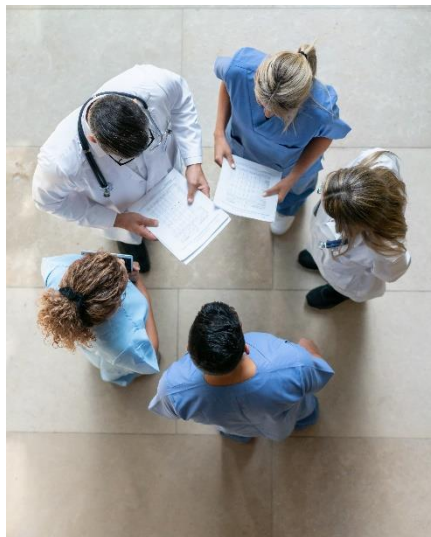
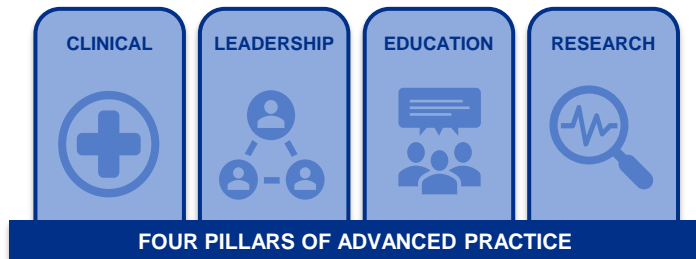


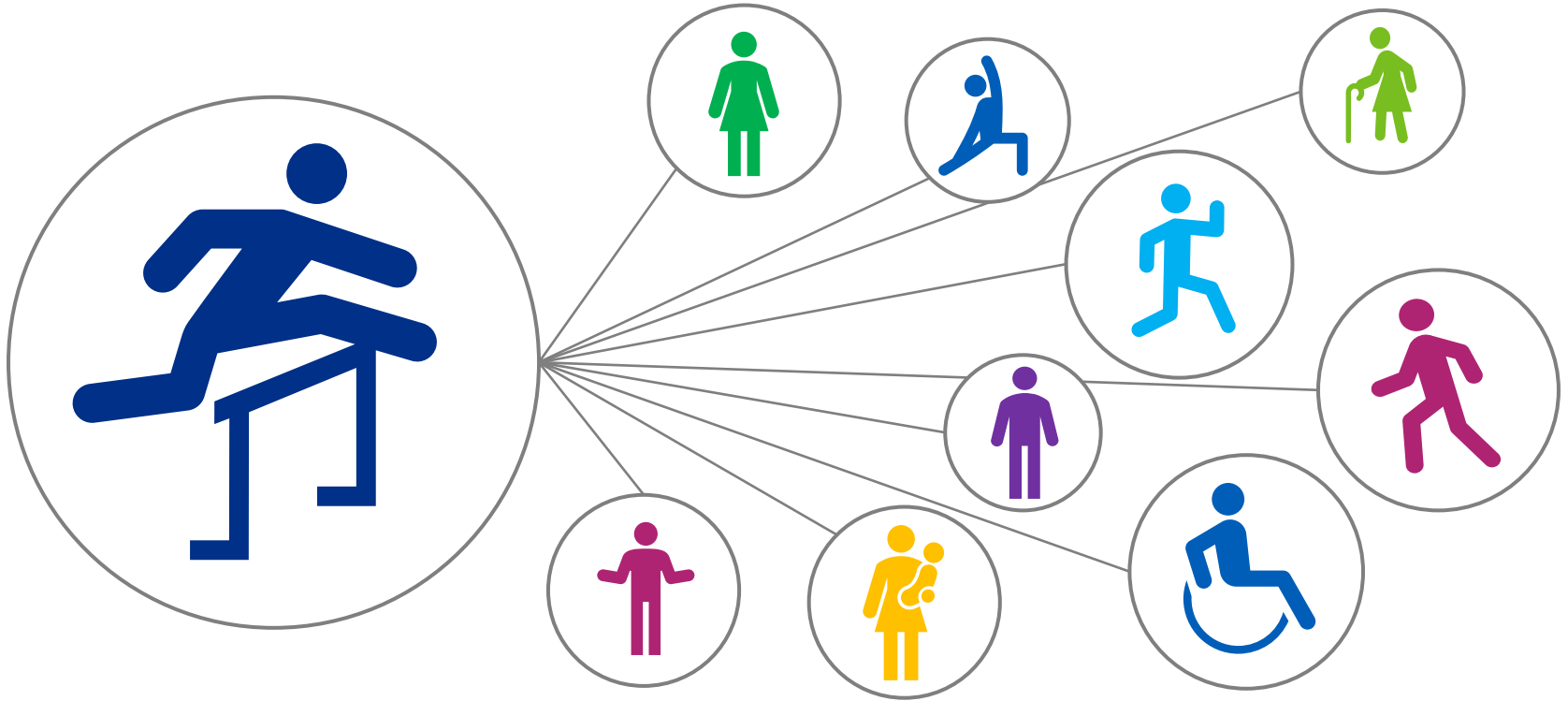
Photo by Wonderlane on Unsplash



Model for Integrated Supervision

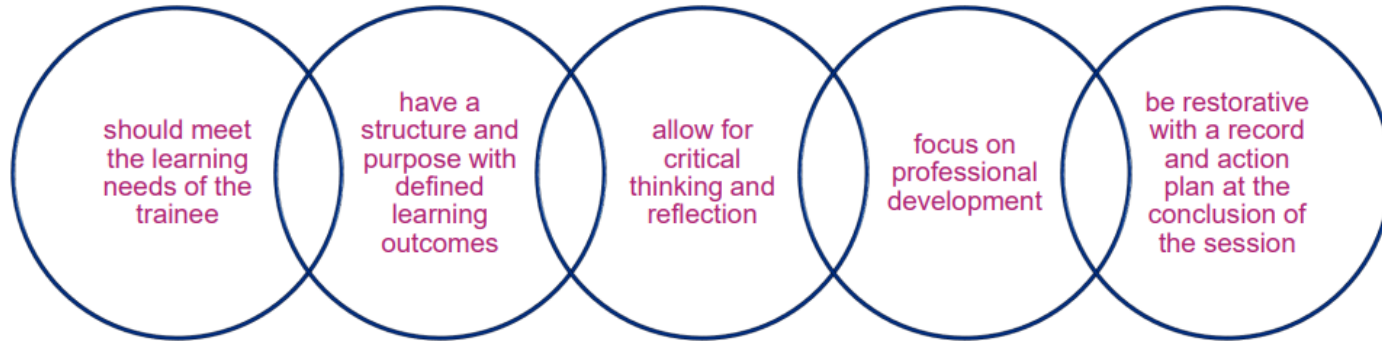


Supervisor Agility and Trainee Difference



Supervisor Agility and Trainee Difference

An advanced practice trainee may be developing to an advanced level in a familiar setting where they may have worked for some time and accumulated varying amounts of skills and knowledge before starting their training. Unlike a time limited specialty training placement



Supporting a Professional Leap of Faith



@HardingDebs

- Socio-professional transition to advanced level
- Applying advanced level, knowledge, skills and ways of being in practice.
- Navigating the transition from expert to advanced level novice to advanced level expert.



How does role transition affect the experience of trainee Advanced Clinical Practitioners: Qualitative evidence synthesis



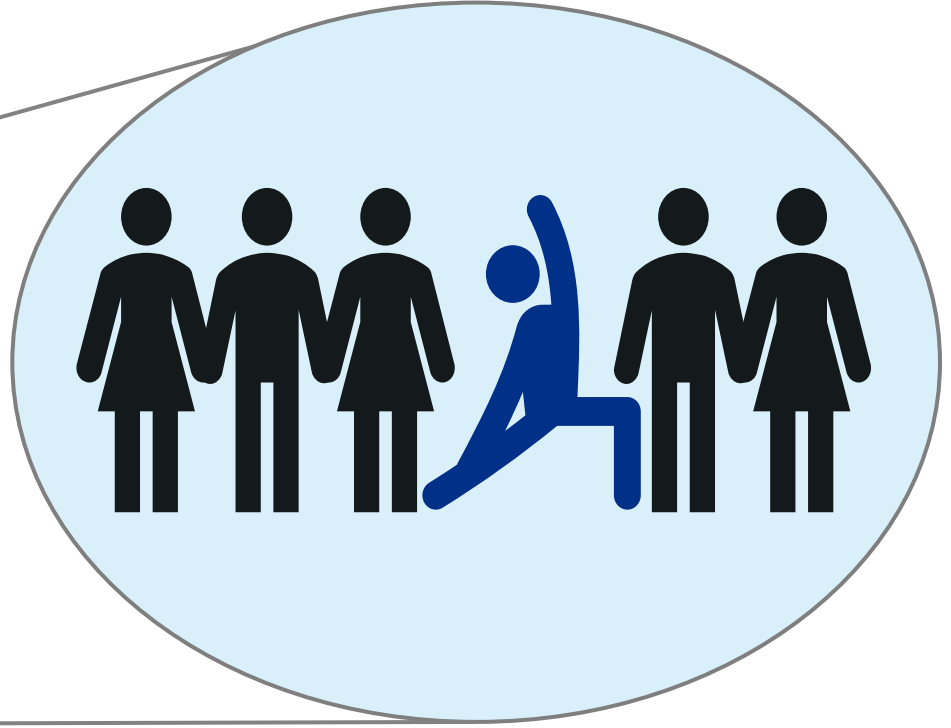
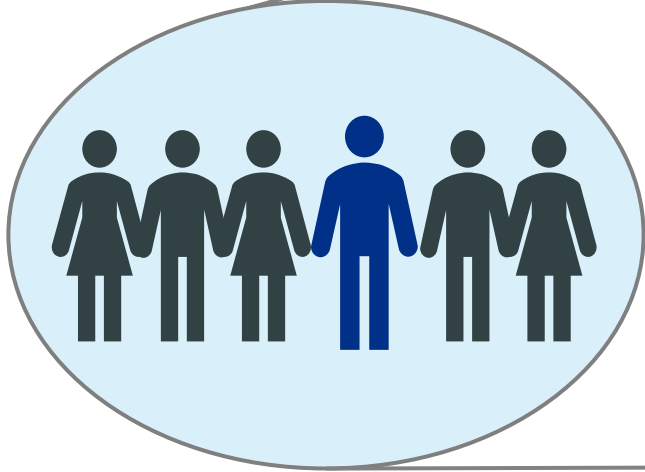
Overcoming the challenges of role transition for trainee advanced clinical practitioners



Advanced Practice Podcast – Episode 5, Dealing with feelings of imposter syndrome

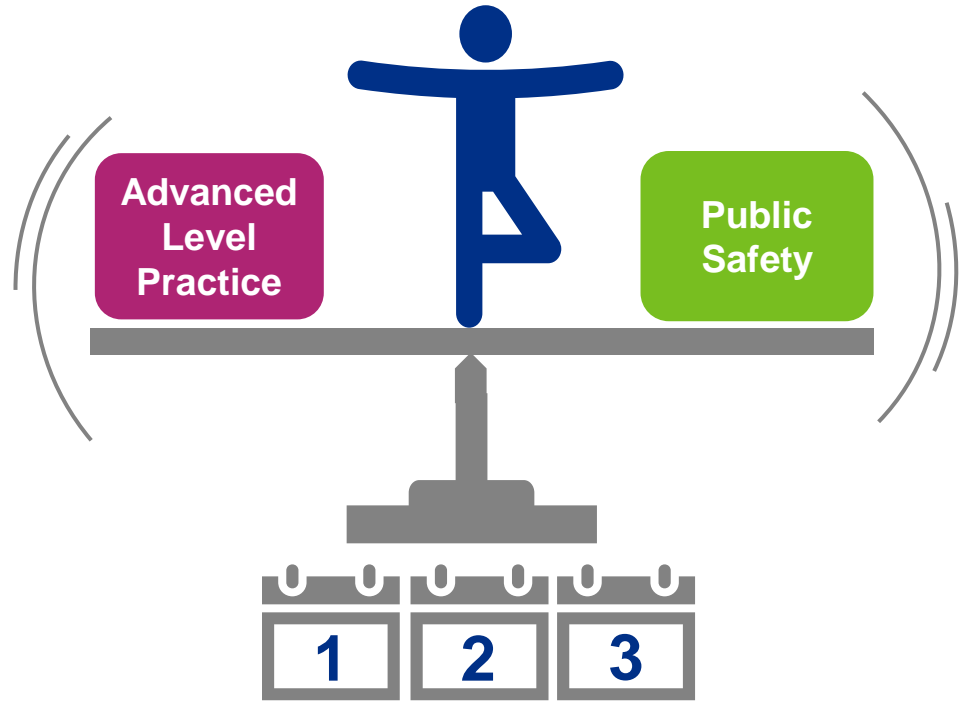
Same Team Different Role

Transition for the
practitioner and for
the team



Considerations for Supervisors

- 3 three year supervisory relationship
- Curriculum/programme of learning which differs from the medical specialty curriculum
- Supporting and encouraging independent practice while maintaining professional and public safety.



Career Long Supervision

- Career long supervision to support professional and public safety
- Responsibility as a registered professional
- Supervisors as role models with appraisal and personal development objectives linked to ongoing supervisory development

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hcpc health & care
professions
council

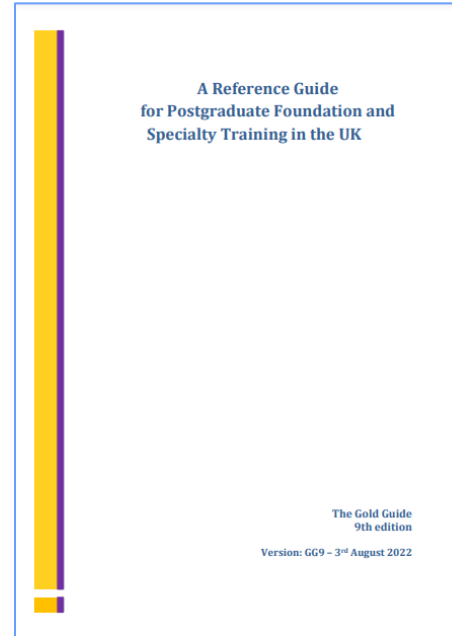
nmc Nursing &
Midwifery
Council



Supervision: Evolving Across the Professions

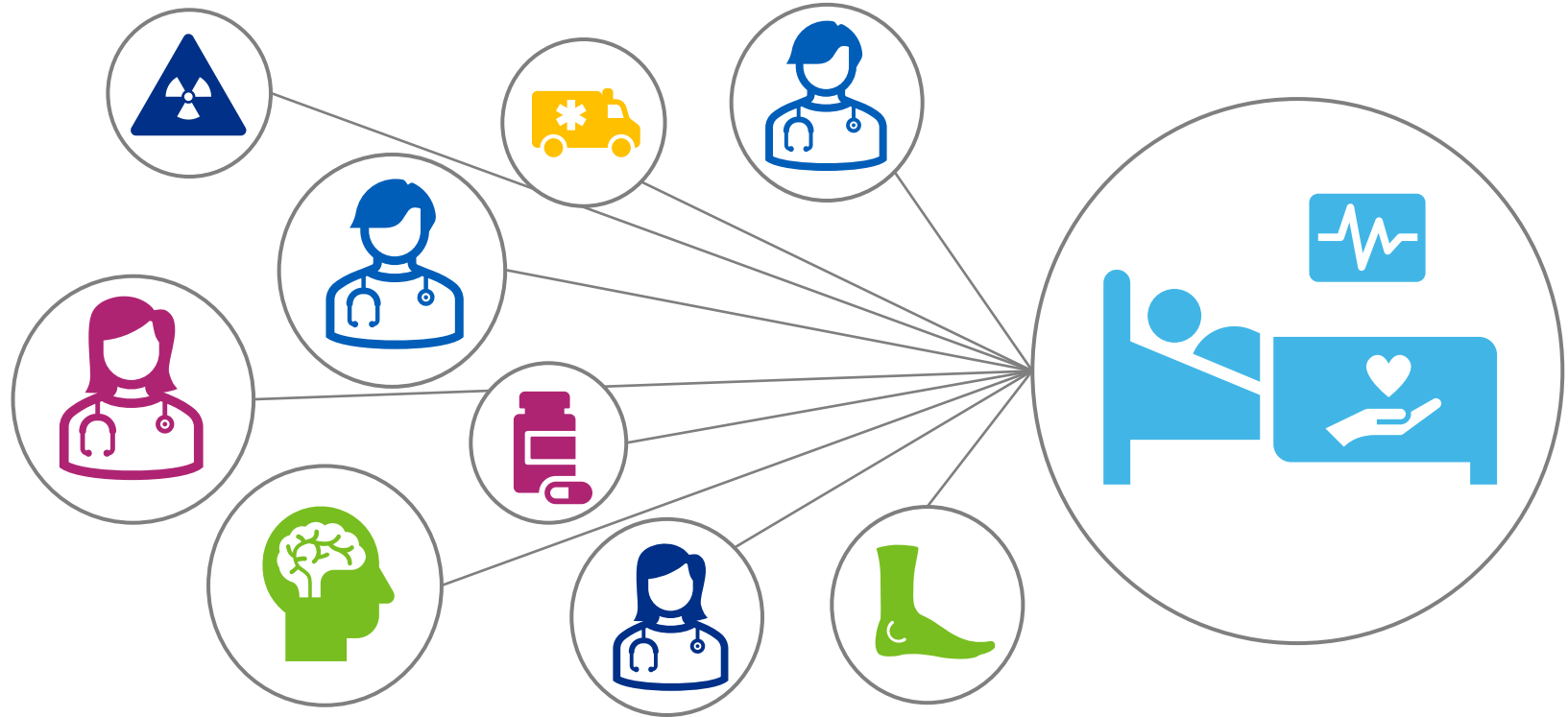


[Advanced practice workplace supervision](#)



copmed.org.uk/gold-guide

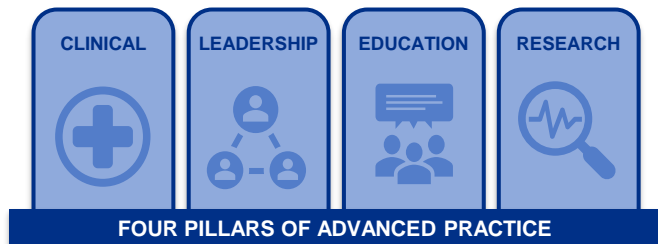
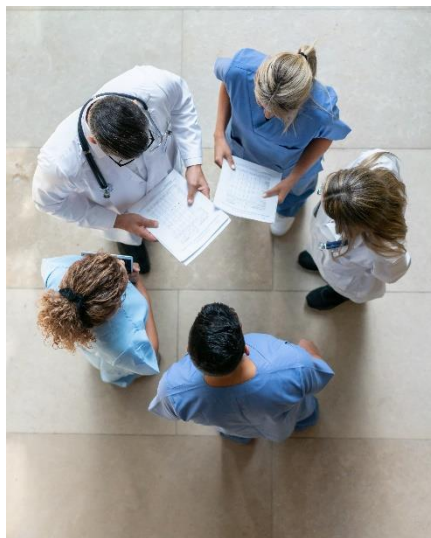
Workforce for Patient Benefit



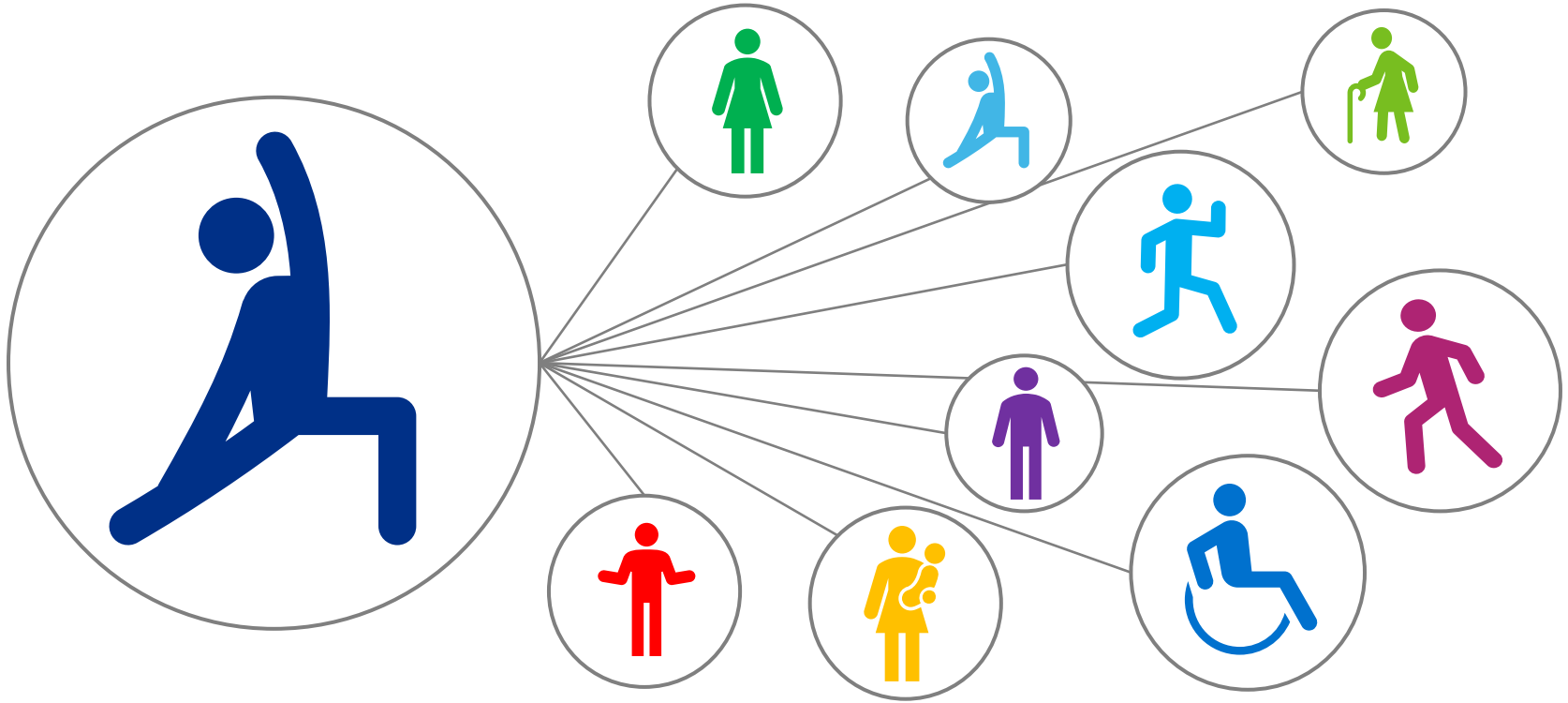
Organisational Barriers and Facilitators



Creative Approaches to Optimise Supervision



Flexible Responsive Supervisor



Quality and Quantity of Supervision



Weekly supervision



At least once a month with the coordinating supervisor



Think creatively



Skilled and knowledgeable about what you are supervising

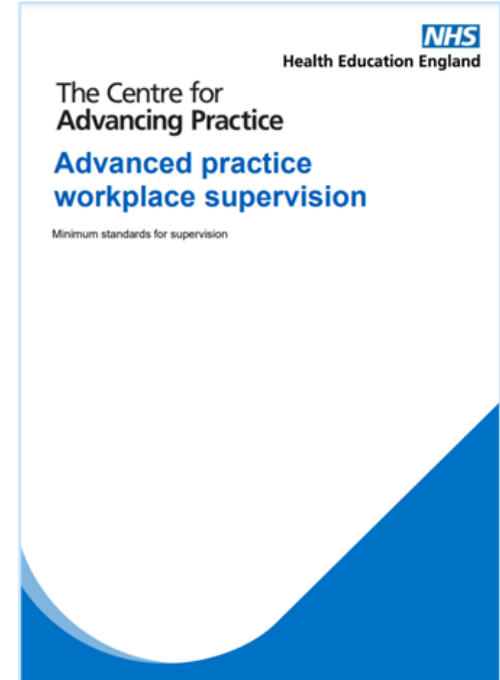


Knowing when someone else is better placed to provide supervision



Ongoing supervisor development

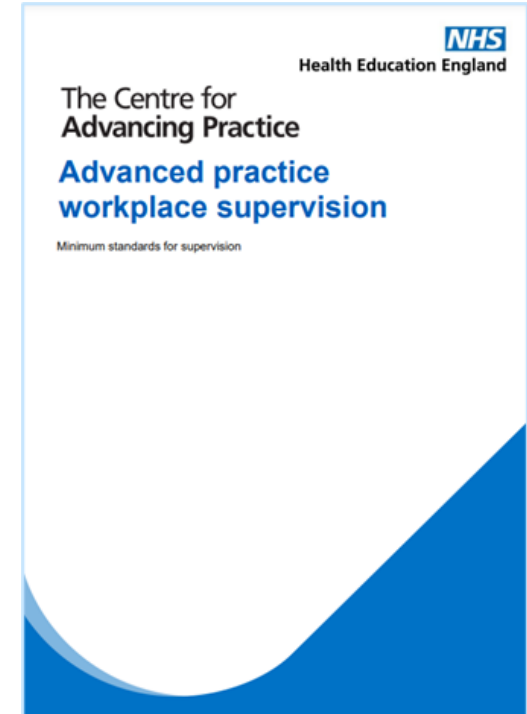
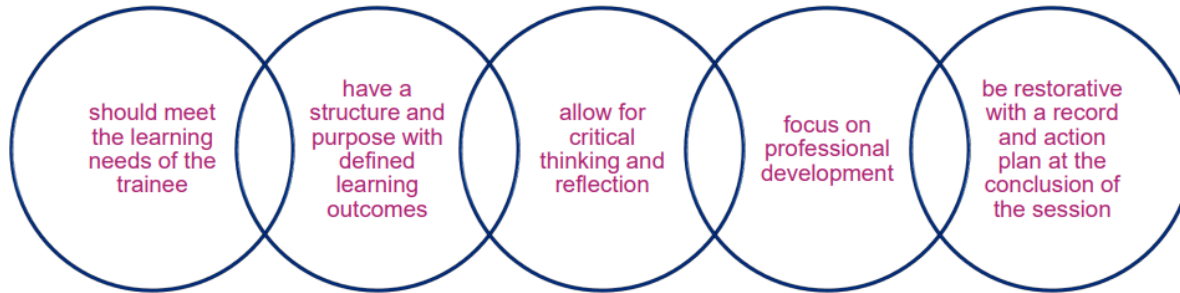
**Not unique
to advanced
practice**



Learner Centred

Some will need more supervision than others and at different points in the development process.

Ultimately about maintaining professional and public safety



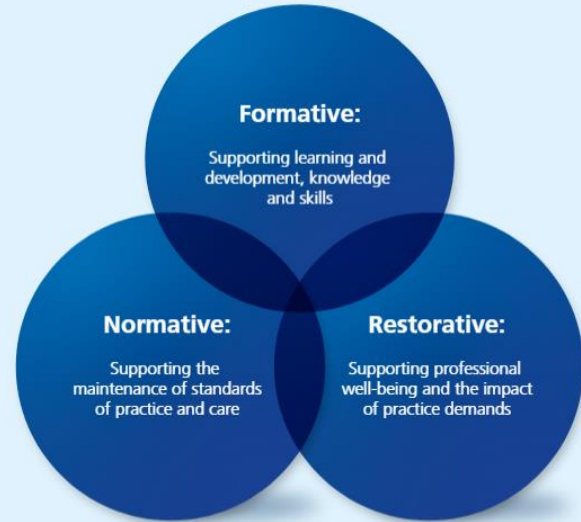
All Dimensions of Supervision

Knowing when something sits outside of supervision and when to signpost to another form of support, associate supervisors, staff support, counselling etc.

**Workplace
Supervision for
Advanced Clinical
Practice** and
supporting videos



Proctor's (2001) model of supervision



Summary of Advanced Practice Supervision



Thank you!



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