

## HEE North East and Yorkshire Faculty for Advancing Practice Handbook

# North East and Yorkshire Faculty for Advancing Practice

## About the North East and Yorkshire Faculty

The North East & Yorkshire Faculty for Advancing Practice was established in January 2021, with the aim of providing support and guidance to aspiring and current advanced practitioners, their trainers and employing provider organisations and Integrated Care Boards. We recognise the impact that advanced practitioners can have on workforce transformation, providing highly skilled care that can drive service redesign, enhance patient care, and improve outcomes. The function of our Faculty is to lead and promote advanced practitioners as part of national and regional workforce solutions and to enable practitioners to practice to their full potential.

You can find out more about the North East & Yorkshire Faculty, listen to our podcasts and read about our latest news and events via our webpage:

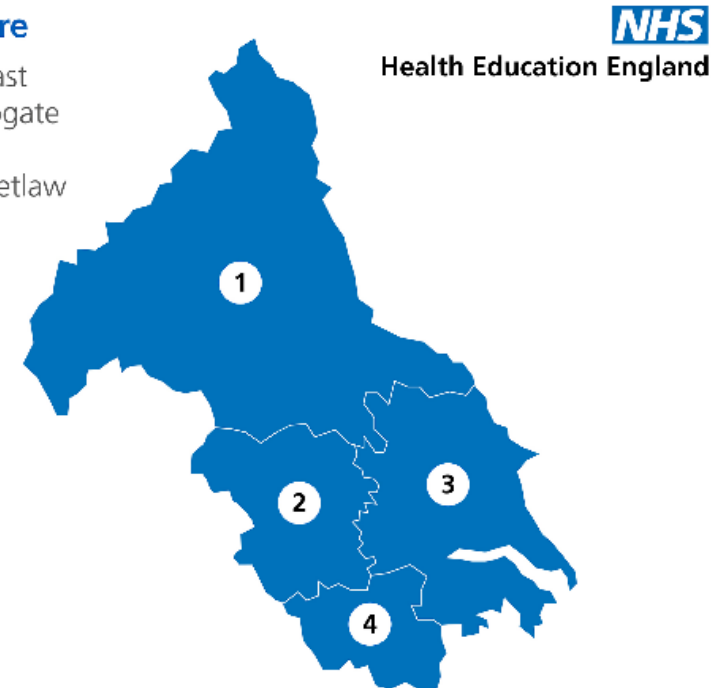
[Visit our North East & Yorkshire Faculty Webpage](#)

[Sign up to our North East & Yorkshire Faculty Mailing List](#)

If you have queries about anything in this document, you can get in touch with the North East & Yorkshire Faculty via this email address: [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

## North east and Yorkshire

1. Cumbria and the north east
2. West Yorkshire and Harrogate
3. Humber, Coast and Vale
4. South Yorkshire and Bassetlaw



The North East & Yorkshire region includes Humber & North Yorkshire, North East and North Cumbria, South Yorkshire and West Yorkshire.

# Foreword

## Supporting Advanced Practice Training Across the North East & Yorkshire Region

This handbook is brought to you by the Health Education England North East & Yorkshire (NEY) for Advancing Practice and aims to support HEE funded trainees and employers working across the NEY region. **This document was adapted from the South West Faculty for Advancing Practice.**

The HEE NEY Advancing Practice Faculty has made significant progress in highlighting the value of Advancing Practice roles with all our North East & Yorkshire system leadership teams and provider organisations. We have worked tirelessly in the last few years to establish the infrastructure required to support advanced practice trainees and grow the Advanced Practice workforce in our Region.

The Supervision and Assessment Lead is integral to the quality assurance and monitoring of training throughout your Advanced Practice journey. They can support you and your supervisor in many ways including offering advice on the most appropriate education programme for you to follow to achieve your aims and directing your supervisor to appropriate training so that they are best placed to support you too.





# Contents Page

About the North East and Yorkshire Faculty .....	2
Foreword .....	3
<b>Section 1 – About Advanced Practitioners .....</b>	<b>8</b>
What is Advanced Practice? .....	8
Which Professions Can Apply for Advanced Practice Roles? .....	8
What is an HEE recognised Advanced Practitioner? .....	9
What is a HEE Supported Trainee Advanced Practitioner? ...	9
Is an Advanced Practitioner a Specialist Practitioner? .....	10
Why are Advanced Practitioners good for patient care? .....	10
What are Capabilities in Practice? .....	11
<b>Section 2 - Advanced Practice Training .....</b>	<b>12</b>
Where do responsibilities lie – Trainee / Employer / Education Provider / HEE? .....	12
What does HEE recommend be included in a trainee's workplace induction? .....	14
Who is appropriate for Advanced Practice Training? .....	14
What learning can a trainee Advanced Practitioner expect to receive? .....	14
What commitment is expected of the trainee Advanced Practitioner whilst studying? .....	14
How much time will the trainee Advanced Practitioner be away from their job studying? .....	15
What are the minimum hours the employee needs to be employed, to be a trainee Advanced Practitioner? .....	15
Why would I choose the Apprenticeship Route rather than the existing MSc Advanced Practice Programme? .....	16
Can an Advanced Practitioner alter their field of Clinical practice? .....	16
This flowchart tracks the stages an HEE funded trainee goes through from application to course finish ( <i>please note this does not include any internal processes that is required by the organisation i.e. recruitment etc</i> ) .....	17
What education providers in the North East & Yorkshire region can individuals' study at? .....	19
What are the education provider's admission requirements for a trainee Advanced Practitioner? .....	19
I understand Advanced Practice training can include a Non-Medical Prescribing (NMP) element, what happens if I already have it or I don't need it? .....	19
I have already completed some of the Level 7 modules included on the Advanced Practice MSc or Apprenticeship course will I have to do them again? .....	19
<b>North East &amp; Yorkshire Programme List .....</b>	<b>20</b>
<b>Section 3 – HEE Funding and Support .....</b>	<b>22</b>
What is the HEE North East & Yorkshire funding offer? .....	22
Which organisations can apply for funding? .....	22
How can I apply for HEE Advanced Practice Funding? .....	22
Who should complete the application? .....	22
Who is my Advanced Practice Lead and what do they do? .....	23

What happens after I have submitted my application?.....	23	What happens if a trainee's clinical area has concerns about how they are progressing? .....	34
Can a trainee fund their own Advanced Practice programme? .....	24	I am being bullied, harassed or feel psychologically unsafe? .....	34
Is this funding for existing employees only? .....	24	If a trainee is having difficulty with their supervisor, what can they do?.....	35
What is the supervision fee and what is the responsibility of the employer on receiving this?.....	24	Can a trainee change supervisors part way through training? .....	36
What is the National Education and Training Survey NETS survey? .....	25	If a trainee's supervisor has left/moved organisations, what should they do?.....	36
What is the Change of Circumstance Form? .....	25	Answer:.....	36
What is HEE advanced practice programme accreditation? .....	26	What happens if a trainee fails an academic module of their MSc/Apprenticeship? .....	37
What are the benefits of choosing an HEE accredited course? .....	26	If a trainee is having issues with the quality of learning, what can they do?.....	37
What if my course is not HEE accredited?.....	26	If a trainee is being bullied, harassed or feels psychological unsafe within the Higher Education Institute, what can they do?.....	38
<b>Section 4 – Trainee Supervision.....</b>	<b>27</b>	<b>Section 6 – Freedom to speak up .....</b>	<b>42</b>
Advanced Practice Workplace Supervision: North East & Yorkshire Region Guidance.....	27	What concerns can I raise? .....	42
What happens if the trainee takes a break or discontinues their Advanced Practice programme before it is completed?.....	31	Who can raise concerns? .....	43
What happens if a trainee feels Advanced Practice training is not for them and wants to leave the course? .....	31	Who should I raise my concern with?.....	43
What happens if a trainee gets sick during their training?....	33	What is a Freedom to Speak Up Guardian? .....	43
What happens if a trainee needs to move to less than full time due to unforeseen personal circumstances what options do they have?.....	33	How can I find my local Freedom to Speak Up Guardian? ..	43
What happens if the trainee changes jobs and moves to another organisation? Does their funding come with them? .....	34	<b>Section 7 – Trainee Wellbeing Resources .....</b>	<b>44</b>
		Mental Health .....	44

Physical Health .....	44
General.....	44
Support for healthcare staff .....	44
More charities and organisations where trainees can find help and support. ....	44
<b>Appendix 1 (Apprenticeship entry requirements).....</b>	<b>45</b>

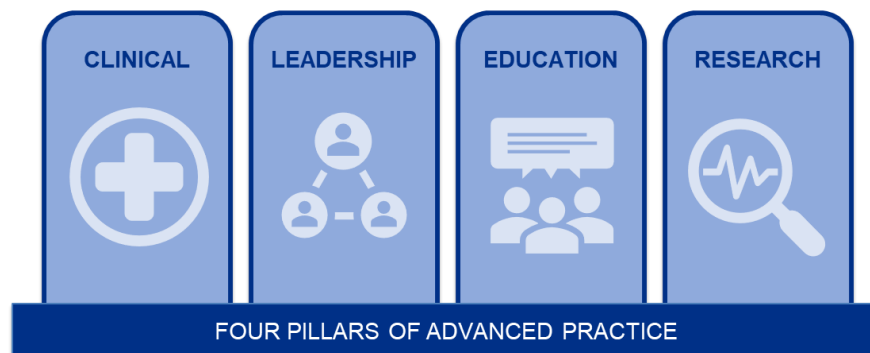


# Section 1 – About Advanced Practitioners

## What is Advanced Practice?

**Answer:** Advanced level practice isn't a specific role, it includes all practitioners who have progressed to an advanced level through further education and training.

Advanced Practice is delivered by experienced, registered health care practitioners. It is a level of practice characterised by a high degree of autonomy and complex decision making. This is underpinned by a master's level award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education and research, with demonstration of area specific clinical competence. Advanced Practitioners come from a range of registered professional backgrounds. The [Advancing Practice Multi-Professional Framework](#) provides a clear and consistent approach to the development of advanced practice across England.



## Which Professions Can Apply for Advanced Practice Roles?

**Answer:** Advanced practice can be undertaken by statutory regulated health professions. This list is not exhaustive and is likely to grow as Advanced Practice roles, frameworks and credentials progress.

These are the professional groups that are eligible for HEE Advanced Practice funding example:

- Arts Therapists (Music/Drama/Art)
- Biomedical/Clinical Scientists (HCPC Registered)
- Chiropodists/Podiatrists
- Dieticians
- Midwives
- Nurses
- Occupational Therapists
- Operating Department Practitioners
- Optometrists
- Orthoptists
- Osteopaths
- Paramedics
- Pharmacists
- Physiotherapists
- Practitioner Psychologists
- Prosthetists/Orthotists
- Radiographers – Diagnostic & Therapeutic
- Speech and Language Therapists



## What is an HEE recognised Advanced Practitioner?

**Answer:** An Advanced Practitioner is a registered health care practitioner whose role is characterised by a high degree of autonomy, complex decision making, analysis and synthesis of complex problems, and the ability to complete whole episodes of care. They work at level 7 across all 4 pillars of Advanced Practice and have completed a HEE recognised MSc Advanced Practice programme or achieved educational equivalence via the ePortfolio (supported) route which encompasses the four pillars of advanced practice. Advanced Practitioners come from a range of registered professional backgrounds. The [AP Multi-Professional Framework](#) provides a clear definition of advanced practice across England .

## What is a HEE Supported Trainee Advanced Practitioner?

**Answer:** A trainee Advanced Practitioner should be employed in a supported training post designed specifically to undertake the required training to work at the level of Advanced Practice on completion. This includes formal study at master's level (level 7) and work-based learning to develop competence across all four pillars of the [Advancing Practice Multi-Professional Framework](#).

Entry criteria for MSc Advanced Practice programmes is defined by the Higher Educational Institution where study is undertaken. A HEE Supported Trainee Advanced Practitioner is in a training post where their employer has met all eligibility criteria and successfully applied to NEY Advanced Practice Faculty for Clinical Salary Support in regard their training post.





## Is an Advanced Practitioner a Specialist Practitioner?

**Answer:** No, Advanced Practice is different from specialist practice. Specialist practitioners are experts in their chosen clinical area and work predominantly within the clinical pillar.

For example, asthma care clinicians have a **depth** of knowledge in that specific area. Advanced practitioners have a **breadth** of knowledge and work across the four pillars of clinical, research, education and leadership, crossing traditional professional boundaries. Continuing the previous example, a respiratory Advanced Practitioner would work across the respiratory scope of practice, which can include the depth of knowledge in asthma care. Services may need both specialist clinicians and Advanced Practitioners to provide comprehensive care to all patients.

## Why are Advanced Practitioners good for patient care?

**Answer:** Patients often feedback that they want a quicker, more responsive service that treats them as an individual, not as a combination of different health conditions. They also want different parts of the health service to work better together.

Advanced practitioners have broad roles within their scope of practice, enabling them to lead and manage a whole episode of patient care, providing assessment, diagnosis, and treatment of patients. Advanced practitioners are highly skilled in their chosen scope of practice and are trained to think about a person's holistic health needs. They can manage clinical care in partnership with patients, families and carers within the multi-disciplinary team and work across patient pathways in a range of areas and services.

Advanced Practitioners provide enhanced capacity, capability, productivity and efficiency within multi-professional teams, helping provide safe, accessible and high-quality patient care.



## What are Capabilities in Practice?

**Answer:** Capabilities in practice are professional activities within the scope of Advanced Practice.

In 2017, Health Education England and NHS England and NHS Improvement worked in partnership to develop the [Multi-professional framework for advanced clinical practice in England](#), which ensures that there is national consistency and understanding about practicing at an advanced level. All health and care professionals working at the level of advanced practice should have developed their skills and knowledge to the standard outlined in this framework; the capabilities are common across this level of practice enabling standardisation.

Capabilities are mapped to level 7 as people working at this level are required to operate at master's level i.e. to have the ability to make sound judgements in the absence of full information and to manage varying levels of risk when there is complex, competing or ambiguous information or uncertainty.



The pathway towards advanced clinical practice may be different for individual practitioners. Health and care practitioners will demonstrate the capabilities in different ways, depending upon the nature of their scope and context of their practice, role, and profession.



Capabilities are grouped in three categories:

**Core:** The universal requirements of all Advanced Practice specialties across all four pillars, largely focuses on wider professional skills, knowledge and behaviours required to deliver advanced practice.

**Generic clinical:** The universal requirements of all Advance Practice specialties, largely focuses on the clinical aspects of advanced practice that are common across all specialties.

**Specialty clinical:** The specialty specific requirements for advanced practice within a particular specialty.

## Section 2 - Advanced Practice Training

### Where do responsibilities lie – Trainee / Employer / Education Provider / HEE?

**Answer:** In the North East & Yorkshire HEE advanced practice funding is based on an agreement between trainee, employer, ICB Faculty and education provider, all of whom have responsibilities to be met.

**Trainee:** The trainee will work in partnership with their employer, education provider and the Faculty for Advancing Practice to gain their Advanced Practice qualification. The [readiness to become an advanced practitioner checklist](#) further details the expectations and commitment needed to train for this role and enables aspiring and trainee advanced practitioners to self-assess their readiness for advanced practice training.

They agree to proactively identify any supervision issues, learning environment needs or difficulties in achieving learning objectives that may affect their progression and ensure these are raised at the earliest opportunity to try to find a resolution. The trainee will inform their Educational Supervisor, Employer and the NEY Faculty of Advancing Practice by completing the [change of circumstances form](#) at the earliest opportunity if personal circumstances change that affect completion of their training or changes to the planned end date.

**Employer:** The employer will work in partnership with the trainee, education provider and the Faculty for Advancing Practice to support the trainee to achieve their Advanced Practice qualification. The employer must be committed to supporting the Advanced Practice trainee whilst providing significant supervision and support to develop a sound approach to work-based learning.

They must provide a positive learning environment with named appropriate educational supervisors and an agreed supervision plan for each trainee. An induction must be provided at the start of the programme. A Coordinating Education Supervisor and Associate Work-based Supervisors should be allocated to provide the best chance for the trainee to successfully complete the Advanced Practice MSc. The employer must proactively identify any supervision issues, learning environment needs or difficulties in achieving learning objectives that may affect the trainee's progression and ensure these are raised at the earliest opportunity to try to find a resolution.

The employer commits that the trainee Advanced Practitioner has an appropriately banded post available to progress into at the end of the training, and that the post is in line with organisational and population health requirements, as identified by the organisational workforce plan.



We also advocate each organisation allocating an Advanced Practice Lead to enable 'cross fertilisation' of learning opportunities, to ensure organisational clinical governance, policy development and development of a larger network of support. The Employer is responsible for appropriate use of funding. The [Governance Maturity Matrix](#) provides 8 domains which support robust organisation governance and assurance to mitigate risks to patient safety.

**Education Provider:** The education provider will work in partnership with the trainee, employer, and the Faculty for Advancing Practice (Regionally or ICB) to educate the trainee to achieve their Advanced Practice qualification. Education providers must provide a high quality academic and clinical Advanced Practice programme that meets standards set out in the [Multi-professional framework for advanced clinical practice in England](#) and be engaged in seeking HEE accreditation for their Advanced Practice MSc if accreditation not already attained.

**HEE:** The HEE North East & Yorkshire Faculty will provide funding and support for trainees and their co-ordinating education supervisors who receive confirmation they have been successful in the yearly advanced practice application round. For funding options please see Section 3 – HEE Funding and Support.

The HEE North East & Yorkshire Faculty provide access to support for trainees and organisations with relevant knowledge and experience to assist and support the training process whilst ensuring regional consistency in training provision and standards in accordance with national standards.

HEE North East & Yorkshire Faculty will support trainee progression, as required alongside the Coordinating Education Supervisor and organisational Advanced Practice Lead to identify any issues or barriers that may affect successful completion of the programme. HEE will also support any issues with supervision and learning environment quality and escalate for further investigation if appropriate.



## What does HEE recommend be included in a trainee's workplace induction?

**Answer:** It is recommended that at the start of their training journey the employing organisation should provide the trainee with an induction. This should be done with existing employees beginning their advanced practice programme as well as new starters. Induction programs help trainees to adjust to their new role, it is a chance to give them the information they will need to succeed, remove their anxieties and eliminate confusion.

In their induction trainees can expect to cover:

- Role specific information and expectations
- Terms and conditions of the employment contract
- Meeting other key employees (supervisor/manager/HR team/other trainees)
- Learning and development plan
- Physical orientation of working environment
- Organisational policies and benefits
- Health and Safety / Mandatory training
- Facilities and IT
- Incident reporting
- Wellbeing and Freedom to Speak Up

## Who is appropriate for Advanced Practice Training?

**Answer:** An experienced clinician, who has often obtained additional skills in leadership or teaching and wishes to further pursue their career further through academic and work-based development, with the completion of a HEE accredited MSc Advanced Practice programme. The requirement for a

supportive employer and surrounding clinical team is a pre-requisite for success. Different employment often requires utilisation of different elements of the Advanced Practice pillars. A strong sense of self-motivation and a commitment to continuing professional development is required to complete Advanced Practice training.

## What learning can a trainee Advanced Practitioner expect to receive?

**Answer:** The timetables and study time required will vary according to the Advanced Practice programme, but all trainees will need periods of study leave to complete the programme and will be required to produce course work, undertake work-based assessments and produce a portfolio of evidence. Trainees may also benefit from rotations or placements in other areas within the organisation to gain the required breadth of experience.

## What commitment is expected of the trainee Advanced Practitioner whilst studying?

**Answer:** Trainees are required to attend programme teaching days, practise clinical skills in their workplace and complete work-place based assessments. They will also need time to meet their supervisor regularly to plan their individual educational needs and monitor their progress. The requirements of supervisors are explained in more detail in the [Minimum standards for supervision](#). It is expected that each trainee will dedicate many hours to independent study to achieve their qualification. The notional number of hours of study and teaching expected is approximately 100 hours per 10 academic credits (which includes both contact hours and independent study hours) however, the actual time spent may be more, or less, dependent on individual learners. It is

therefore important for Advanced Practice trainees to have sufficient work-based learning time to develop their advanced skills.



## How much time will the trainee Advanced Practitioner be away from their job studying?

**Answer:** For trainees on the apprenticeship programme 80% of an apprentice's time will be in the workplace, with 20% off the job training. For trainees on the Advanced Practice Programme, employers are expected to provide the trainee with sufficient study leave and protected time for work-based learning each week, for non-apprenticeship routes HEE recommends this remains as 20% off the-job training. Off the job training can include study days, placements with other clinical areas to expand breadth of knowledge or other activities which allow the trainee to meet their learning needs. The education provider programme lead will provide information on the total amount of study days required.

## What are the minimum hours the employee needs to be employed, to be a trainee Advanced Practitioner?

**Answer:** For the apprenticeship programme it is a minimum of 30 hours per week. For the MSc Advanced Practice and other Programmes, this will differ at each University but again, this is generally a minimum of 30 hours. If the employer is recruiting a new person as a trainee Advanced Practitioner, then it is suggested they are recruited on a minimum contract of 30 hours. For existing employees, if they work less than 30 hours per week, please contact the relevant programme lead at the education provider to discuss their suitability for the programme.



## Why would I choose the Apprenticeship Route rather than the existing MSc Advanced Practice Programme?

**Answer:** HEE funding for Advanced Practice programmes is limited and therefore levy paying employers are encouraged to adopt the apprenticeship programme and consider apprenticeships as their primary option as this will enable the full training grant available to be utilised to support the wider learning needs and protected educational time for their trainees.

For non-levy paying employers, there is an option for either a levy transfer from a larger organisation or by government co-investment. If you have any questions, please contact your Integrated Care Board apprenticeship lead in the first instance.

To view the Apprenticeship Standard for an Advanced Practitioner, click [here](#). Employers should ensure that individuals put on to an apprenticeship route are committed to completing the full programme.

For trainees who undertake the apprenticeship programme entry onto each of the modules in the programme is guaranteed. However, for trainees who undertake a non-apprenticeship programme there is a risk of over subscription to individual modules which could cause a delay to completion of the programme. HEE needs to be informed if there is any change to the end date of the programme as this may affect funding.

If you are unsure of who your ICB Apprenticeship Lead is email HEE on [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

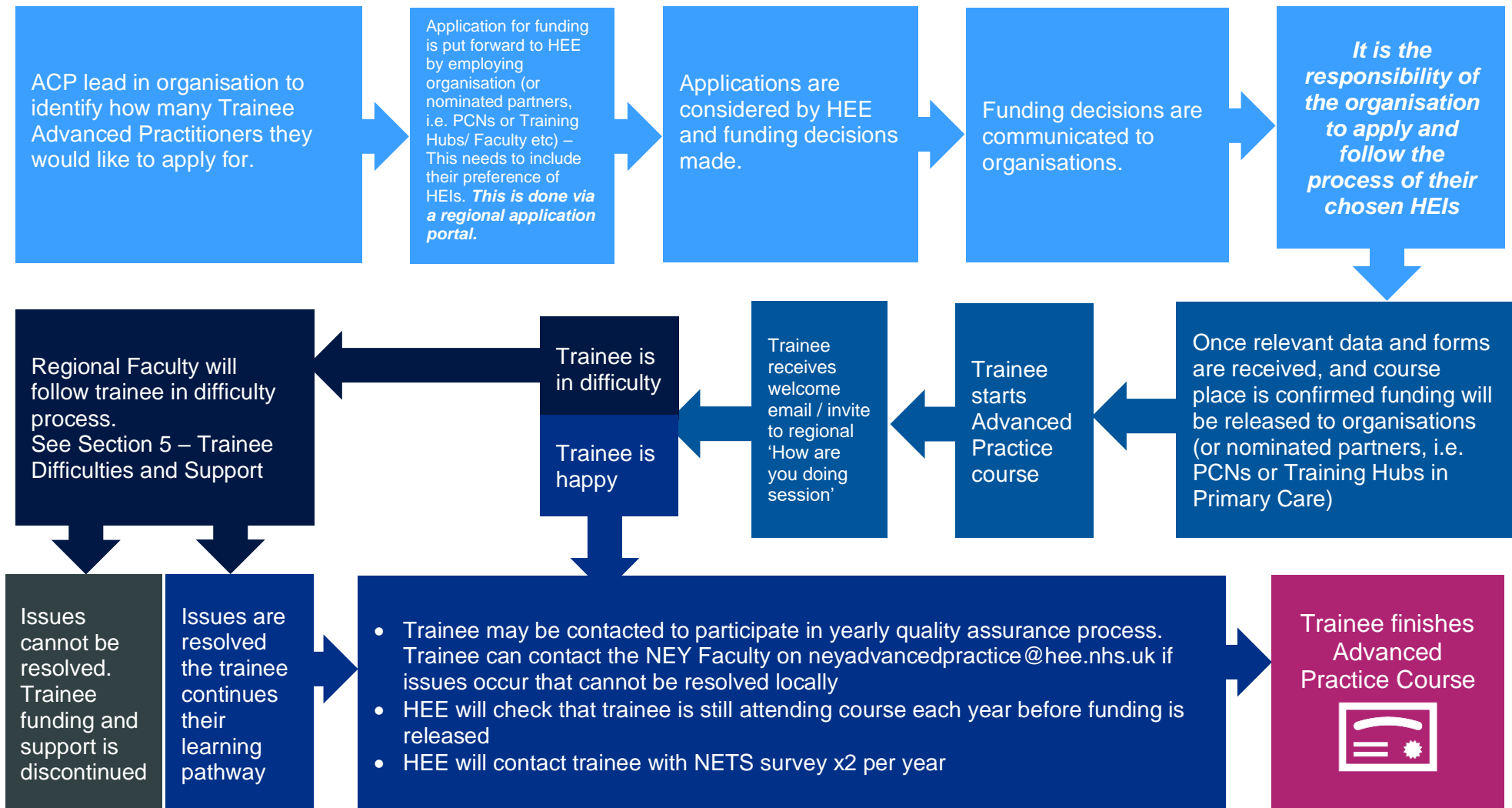
## Can an Advanced Practitioner alter their field of Clinical practice?

**Answer:** It is possible for an Advanced Practitioner to alter their field of study, but they would need to undertake training in the new scope of practice. Health Education England are planning to offer a series of Credentials in various scopes of practice in order to verify skills in specific areas (such as Acute or Emergency Medicine). There are also specific Royal College curricula applicable to certain areas. However, Advanced Practice trainees from different settings can undertake generic Advanced Practice MSc or Level 7 Apprenticeship courses and develop their own portfolio of evidence in their clinical training environment / employment, making cohorts truly multi-professional and clinically varied.

Whilst all Advanced Practitioners will develop their own specific set of expertise there are many transferable skills. However, Advanced Practice training is a combination of work-based and academic experience so once training commences it would be difficult to move between specific scopes of practice. Upon completion it may be possible to transfer skills to other clinical areas although this would likely require a further period of training, portfolio building, supervised practice and verification within the new scope of practice.



**This flowchart tracks the stages an HEE funded trainee goes through from application to course finish (please note this does not include any internal processes that is required by the organisation i.e. recruitment etc)**



## Annual Timeline

To provide some guidance on timeline on the annual cycle – please see below. Please note this is only a guide to support and only includes key parts of the process – additional internal / recruitment processes are not included within the timeline.

Marketing and promotion for ACP opportunities for Sept Starts E.g. HEI Websites; Faculty website/networks; Health Organisations own websites	Sept- Dec  <b>N.B – Please note a demand scoping survey will take place in the summer to get a sense of demand from areas in order to help us prepare for the application round.</b>
ACP Employer Application online open for 4-6 weeks for the first round	February
Employer Application for Clinical Salary Support (CSS) and any non-apprenticeship funding requests deadline to return to HEE.	March
HEE Funding Approval Panel completed *Where applicable January starts should be considered at Panel.	April
Regional faculty to review and agree whether a second round is required	April
Inform Employers 'In Principle' status of applications and inform HEIs of initial indicative starts	April
Recruitment processes <ul style="list-style-type: none"> <li>Second round panels where indicated</li> </ul>	April to June
Employer successful applicant details passed to relevant HEI for ALL candidates	July
Submission of numbers to the Regional faculty	July
Indicative starts confirmed with HEIs	August
Course start date	September
HEIs to confirm actual number of trainees that have started	October
Course start for January starters	January
HEIs to confirm actual number of trainees that have started	February

## What education providers in the North East & Yorkshire region can individuals' study at?

**Answer:** A list of education providers that provide programmes that are either HEE accredited, undergoing accreditation or have confirmed intention to accredit in the region is shown on the next page. Please note it is not a list of recommended education providers or module codes. This is not an exhaustive list of education providers offering Advanced Practice programmes.

If an individual wishes to study at an education provider not included in the list, then please discuss with your organisations Advanced Practice Lead and contact the Faculty for Advancing Practice on [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk) to discuss.

## What are the education provider's admission requirements for a trainee Advanced Practitioner?

**Answer:** We would recommend checking with the education provider directly on their specific entry requirements, which can often be found on their website. A list of courses in the North East & Yorkshire with the corresponding weblink can be found on the next page.

Entry requirements will likely consider current professional registration, significant post-registration experience of professional practice, evidence the employee is / will be operating in a role that will offer the opportunity to practice at an advanced level within their profession and evidence of professional and academic development, including any international qualifications and levels of English and Maths proficiency. See Appendix 1 for further information on apprenticeship application and enrolment requirements

## I understand Advanced Practice training can include a Non-Medical Prescribing (NMP) element, what happens if I already have it or I don't need it?

**Answer:** If a trainee already has the NMP qualification the training provider can sometimes APEL (Accreditation of Prior Experiential Learning) this aspect of the course. As this is at the discretion of the education provider the Trainee would need to discuss this and get agreement from their chosen education provider prior to starting the course. For those who don't need it the training provider may provide a choice of module(s) that the student can undertake instead and agree this with their employer.

## I have already completed some of the Level 7 modules included on the Advanced Practice MSc or Apprenticeship course will I have to do them again?

**Answer:** Some education providers will allow trainees to APEL (Accreditation of Prior Experiential Learning) in credits for course modules they have already undertaken. As this is at the discretion of the education provider the trainee would need to discuss this and get agreement from their chosen education provider prior to starting the course.

## North East & Yorkshire Programme List

North East & Yorkshire Region Education Providers The following list is as up to date as possible as new programmes are being developed across the region, if you wish to discuss if other Advanced Practice programmes are eligible for funding please contact the Faculty on [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk).

Education Provider	Programme name	Website
<b>Programmes with HEE Centre of Advancing Practice Accreditation</b>		
Sheffield Hallam University	MSc Advanced Clinical Practice	<a href="#">Link</a>
Sheffield Hallam University	Higher Degree Apprenticeship MSc Advanced Clinical Practice	<a href="#">Link</a>
University of Huddersfield	MSc Advanced Clinical Practice	<a href="#">Link</a>
University of Huddersfield	MSc Advanced Clinical Practice (Apprenticeship)	<a href="#">Link</a>
University of York	MSc Advanced Clinical Practice	<a href="#">Link</a>
Leeds Beckett University	MSc Advanced Clinical Practice	<a href="#">Link</a>
Leeds Beckett University	MSc Advanced Clinical Practice Degree Apprenticeship	<a href="#">Link</a>
University of Sunderland	MSc Advanced Clinical Practitioner Apprenticeship	<a href="#">Link</a>
Teeside University	MSc Advanced Clinical Practice	<a href="#">Link</a>
Teeside University	MSc Advanced Clinical Practice (Apprenticeship)	<a href="#">Link</a>
University of Sheffield	MMedSci Advanced Clinical Practitioner (General Practice)	<a href="#">Link</a>
University of Sheffield	MMedSci Advanced Clinical Practitioner Apprenticeship (General Practice)	<a href="#">Link</a>
<b>Programmes with confirmed intention to undergo the HEE Centre of Advancing Practice Accreditation Process</b>		
Northumbria University	MSc Advanced Clinical Practice	<a href="#">Link</a>
Northumbria University	MSc Advanced Clinical Practice (Degree Apprenticeship)	<a href="#">Link</a>
Northumbria University	MSc Advanced Clinical Practitioner (Advanced Critical Care Practice)	<a href="#">Link</a>
Northumbria University	MSc Advanced Clinical Practitioner (Advanced Critical Care Practice) (Degree Apprenticeship)	<a href="#">Link</a>
Northumbria University	MSc Advanced Clinical Practitioner (Emergency Care)	<a href="#">Link</a>
Northumbria University	MSc Advanced Clinical Practitioner (Emergency Care) (Degree Apprenticeship)	<a href="#">Link</a>
Northumbria University	MSc Advanced Clinical Practitioner (Primary Care)	<a href="#">Link</a>
Northumbria University	MSc Advanced Clinical Practitioner (Primary Care) (Degree Apprenticeship)	<a href="#">Link</a>
Northumbria University	MSc Advanced Clinical Practitioner (Sexual Health)	<a href="#">Link</a>
Northumbria University	MSc Advanced Clinical Practitioner (Sexual Health) (Degree Apprenticeship)	<a href="#">Link</a>
University of Sheffield	MedSci ACP Ophthalmology (paediatrics)	<a href="#">Link</a>
University of Hull	MSc Advanced Clinical Practice	<a href="#">Link</a>
University of Hull	MSc Advanced Clinical Practice Apprenticeship	<a href="#">Link</a>
University of Bradford	MSc Advanced Clinical Practitioner	<a href="#">Link</a>
University of Bradford	MSc Advanced Clinical Practitioner Apprenticeship	<a href="#">Link</a>
University of Bradford	MSc Advanced Clinical Practice (Radiography)	<a href="#">Link</a>
University of Sheffield	MMedSci Advanced Clinical Practice (Paediatric care)	<a href="#">Link</a>



University of Sheffield	MMedSci Advanced Clinical Practice Apprenticeship (Paediatric care)	<a href="#">Link</a>
University of Sheffield	MMedSci Advanced Clinical Practice (Neonatal care)	<a href="#">Link</a>
University of Sheffield	MMedSci Advanced Clinical Practice Apprenticeship (Neonatal care)	<a href="#">Link</a>
University of Leeds	MSc Advanced Clinical Practice	<a href="#">Link</a>
University of Leeds	MSc Advanced Clinical Practice (Apprenticeship)	<a href="#">Link</a>

## Section 3 – HEE Funding and Support

### What is the HEE North East & Yorkshire funding offer?

**Answer:** HEE is aiming to support the development of Advanced Practice roles as inclusively as is possible and we are offering a number of funding and support options for Advanced Practice trainees to ensure this inclusivity whilst quality assuring standards. The Clinical Salary Support for 2023/24 is based on £10,200 Per Annum (for the 3 years).

For 2023/24 there are four possible funding options.

- Advanced Practice Apprenticeship MSc (3 years)
- Non-Apprenticeship Advanced Practice MSc (3 years)
- Advanced Practice MSc Fast-Track (for staff already holding 60-120 credits towards MSc Advanced Practice - either apprenticeship or non-apprenticeship programmes)
- Advanced Practice MSc Final year (for staff already holding 120+ credits towards MSc Advanced Practice – either apprenticeship or non-apprenticeship programmes)

### Which organisations can apply for funding?

**Answer:** NHS organisations such as Trusts and GP Practices (via their Training Hub or PCN) in the HEE NEY region are

invited to submit their expressions of interest for AP training for new learners. Funding is also available, on a proportionate basis to not-for-profit organisations providing NHS services such as Community Interest Companies & Hospices/Private Voluntary Independent Organisations.

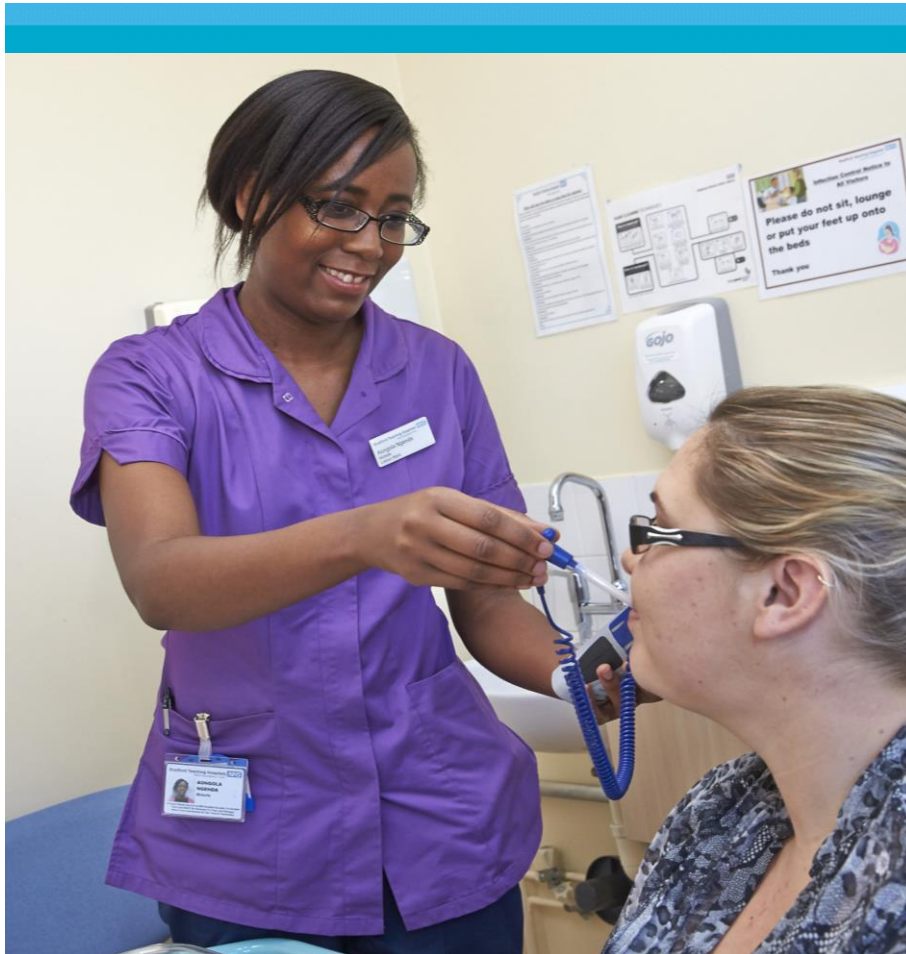
### How can I apply for HEE Advanced Practice Funding?

**Answer:** Once you have been identified by your organisation as appropriate for Advanced Practice training, the Advanced Practice Lead within your organisation/ Primary Care Training Hub will need to complete the HEE NEY Annual Application survey on your behalf. This survey goes out yearly in February to seek expressions of interest for funding support for the next academic year.

### Who should complete the application?

**Answer:** HEE requires a single Advanced Practice Lead (or an individual responsible for Advanced Practice within an organisation or training hub) contact for each employer/organisation/training hub to submit applications. This person will act as the key liaison for all enquiries relating to the applications. This is to ensure there has been appropriate

scrutiny applied to the application, that appropriate support will be provided by the employer and that the development of Advanced Practice in this area is part of the organisations workforce planning. **Direct applications from individuals seeking funding will not be accepted.** Only applications submitted through the organisations Advanced Practice lead or named contact will be considered.



## Who is my Advanced Practice Lead and what do they do?

**Answer:** The Advanced Practice Lead is an individual who is responsible for developing and co-ordinating the advanced practice workforce within your employing organisation or Primary Care Training Hub. This person acts as the key liaison for all enquiries relating to advanced practice training and is the key point of contact for all HEE advanced practice funding.

If you are unsure of who the Advanced Practice Lead is within your organisation email HEE on [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

## What happens after I have submitted my application?

**Answer:** HEE will review all expressions of interest and the indicative demand. Funding will be confirmed where possible, depending on the allocated budget. It may not be possible to provide funding for all applications received. Applications must include as much detail as possible including preferred University and course.

In some instances, it may be necessary to contact the nominated supervisors directly where there may be ambiguity as to their exact scope of practice and to ensure optimal training requirements are met by all. It is important to note completion of an HEE Application does not automatically confirm funding has been approved nor does it confirm a university place.

## Can a trainee fund their own Advanced Practice programme?

**Answer:** For most trainees, self-funding a Masters level advanced practice programme is not recommended. Advanced practice roles can only make the desired impact on patient care when integrated and fully supported by organisations as a strategic workforce plan, rather than individuals self-funding their own development. In addition, the availability of places on advanced practice programmes is co-ordinated by universities in conjunction with HEE and it cannot be guaranteed that places will be available for applicants who are self-funding. Some Advanced Practice courses have employment as a trainee in a specified scope of practice as a requirement for a place on the course.

## Is this funding for existing employees only?

**Answer:** The funding is offered on a named basis only for either: existing employees or those who have been appointed and will be commencing in post prior to the commencement of the course of study so can be clearly identified.

The employer should provide assurance that there will be an Advanced Practice post on completion of training, demonstrated in the service/division establishment by way of a job description or job plan, to avoid investing in the upskilling of staff who cannot then put their advanced skills into practice. Organisations are asked to confirm if a job description or job plan is in place when submitting their expressions of interest.

## What is the supervision fee and what is the responsibility of the employer on receiving this?

**Answer:** A supervision fee (this is within the funding offer of the Clinical Salary Support) is available to support trainees on an Advanced Practice pathway, to contribute to organisational costs of supporting an Advanced Practitioner. It is based on the equivalent of 1 hour (0.25 SPA) of consultant level supervision per week.

A lack of support often results either in individuals withdrawing from the programme or seeking alternative employment; employers should consider whether they can fully support individuals before seeking funding for training.

The supervision fee should be used to support the employer in relation to the associated costs in helping the employee achieve their qualification. A data validation exercise will take place between education providers and HEE to confirm enrolled students.

The expectations of employers in return for the supervision fee are:

- Principles of the [HEE Quality Framework](#) should be in place for all learners.
- Sufficient study leave for university training. It is not acceptable for AP trainees to be taking unpaid or annual leave for dedicated training days.
- Supervision provided by an appropriately trained supervisor. The expectation is that Advanced Practice trainees will have 1 hour of supervision per week over the course of their training.



- Inclusion of postgraduate medical education department in discussion of supervision where appropriate to enable suitable job-planning.
- Sufficient work-based learning opportunities to gain clinical competence at an advanced level.
- Appropriate governance in place in line with the Multi-Professional Advanced Practice Framework.
- Learners should be encouraged to complete NETS survey.
- Educational Supervisors engage with the Faculty Supervision and Assessment Leads in undertaking quality assurance reviews of workplace supervision and training.
- The supervision fee must not be used for equipment or capital costs.

HEE have developed a Minimum Standards for Workplace Supervision document [which can be accessed on our website](#).



## What is the National Education and Training Survey NETS survey?

**Answer:** The [National Education and Training Survey](#) (NETS) is open to all health and care trainees and students across all clinical learning environments. The survey will offer Advanced Practice trainees the opportunity to provide feedback on their clinical placements, supervision, induction, support and training.

It is managed by HEE and is conducted once a year (November). The survey is anonymous, and the results are analysed by HEE Quality teams to ensure all concerns are identified, reviewed and where appropriate, acted upon. The information forms part of HEE's approach to the monitoring of clinical placements and will be used to develop remedial action plans in partnership with education and placement providers. All trainees who receive HEE funding are expected to complete the NETS survey.

## What is the Change of Circumstance Form?

**Answer:** The North East & Yorkshire Faculty of Advancing Practice is required to keep up to date records of current HEE supported Advancing Practice Trainees to enable it to better support and keep track of who is currently on the programme and requires continuation of funding. It is therefore important that trainees inform us as soon as possible about any changes to their personal and / or training situation by filling in and submitting [change of circumstances form](#).

Changes of circumstances refers to changes such as:

- Personal Details (i.e.: change of surname, email address, phone number)
- University and / or University Course
- Employer
- Educational Supervisor
- Training Interruption (i.e: parental leave, long term sickness, etc.)
- Training Withdrawal

Once the [change of circumstances form](#) has been submitted, the Faculty team will update its records and may need to discuss the changes with relevant parties (i.e.: Employer, Advancing Practice Lead, Educational Supervisor, University, etc.) for funding purposes. Moving between employers and or Regions will necessitate reapplication for funding.

## What is HEE advanced practice programme accreditation?

**Answer:** The Centre for Advancing Practice is offering a Programme Accreditation process for Education Providers providing existing level 7 advanced practice MSc and apprenticeship programmes. Programmes must demonstrate they meet the capabilities across the 4-pillars, fully map ping to the Multi-professional framework for advanced clinical practice in England and the Standards for Education and Training set by HEE. Each advanced practice programme is accredited separately rather than an institution being accredited as a whole. Programmes successfully accredited are listed on the Centre's webpage for accredited programmes. Further details of the accreditation process can be found at: <https://advanced-practice.hee.nhs.uk/programme-accreditation/>

## What are the benefits of choosing an HEE accredited course?

**Answer:** HEE are only funding trainees enrolled on courses providing Advanced Practice MSc programmes that are either HEE Centre accredited, undergoing the HEE accreditation process or have confirmed their intention to undergo the HEE accreditation process and are highly likely to be successful in achieving accreditation.

## What if my course is not HEE accredited?

**Answer:** For programmes undergoing HEE accreditation or have confirmed their intention to go through this process, the Faculty will fund these courses in good faith that the course will receive a good outcome. However, trainees must be aware that there is a risk that the course they are enrolled on may not achieve accreditation. Should the course not be accredited, the trainee will not automatically be eligible for HEE recognition with a digital badge. In this event, HEE will work with the trainee, employer and education provider to identify next steps and support.

# Section 4 – Trainee Supervision

## Advanced Practice Workplace Supervision: North East & Yorkshire Region Guidance

### Introduction

High quality supervision for trainee advanced practitioners who are transitioning into advanced practice, is essential for supporting the development of confidence, competence and capability. It underpins both patient and practitioner safety for successful completion of training.

The annual supervision fee provided by the Faculty for Advancing Practice NEY is directly linked to the quality of supervision of the trainee. Any issues with supervision quality are discussed and resolved at regional level but concerns may be escalated for further investigation and result in funding offers being withdrawn.

Health Education England's [Workplace Supervision for Advanced Clinical Practice](#) and the [Advanced Practice workplace supervision: Minimum standards for supervision](#) guidance 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 and trainee advanced practitioners to advise of the minimum expected standards of supervision.

Trainees who are not well supervised, can struggle and may withdraw from training. Each trainee advanced practitioner requires a named co-coordinating educational supervisor. They can have a different professional background but must have completed some formal supervisor development and is familiar with the requirements of advanced practice. Supervisors must be willing and have protected time (in their job plan) to support the trainee. National guidance on supervision in advanced practice was launched in 2020 and can be accessed [HERE](#).

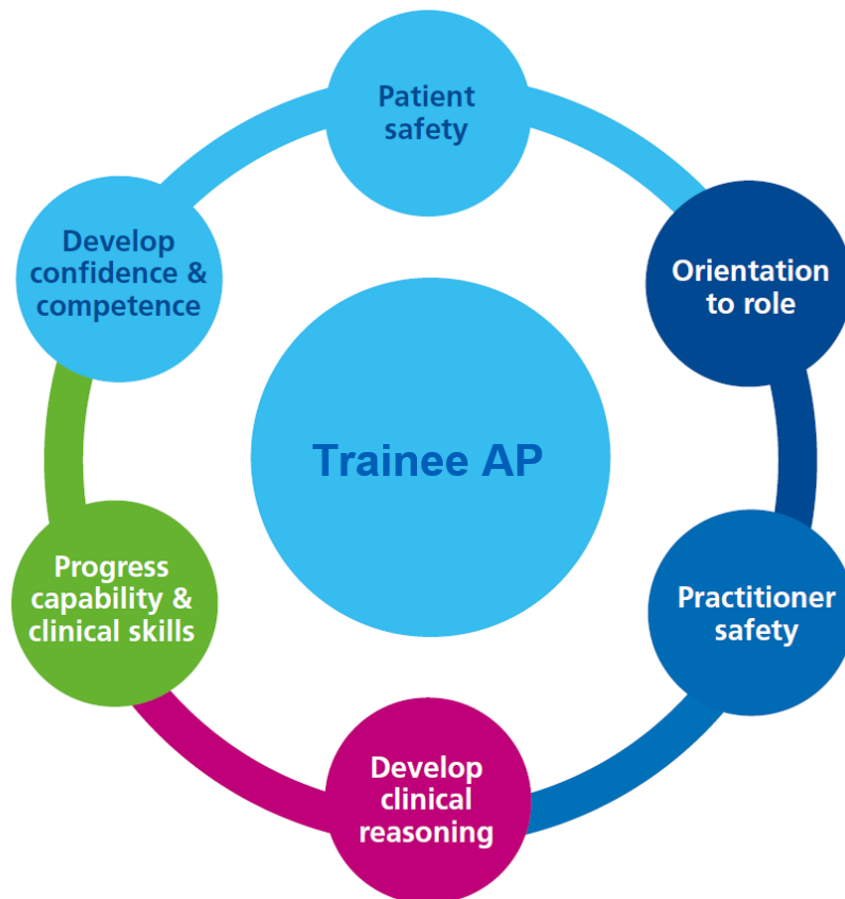
HEE have developed **Advanced practice workplace supervision: Minimum standards for supervision** document [which can be accessed on our website](#).

### Why do we need supervision?

The shift from experienced professional to trainee advanced practitioner and then to qualified advanced practitioner requires significant adjustment. The transition can be characterized by periods of disconnectedness, lack of familiarity with the new situation and arrival of a new set of unfamiliar expectations.

Work role transition requires a change in identity and the development of new knowledge and skills, as well as a change in behaviour.

High quality supervision can support this transition:



### Who can supervise?

The trainee advanced practitioner will be supported by a number of different supervisors over the course of their training. This is due to the breadth of development necessary across all four pillars of advanced practice. For this reason, an integrated approach to workplace supervision is necessary, and the trainee will be supported by a number of different supervisors, for example but not exclusive:

**Education Provider Course Supervisor/Personal Tutor** is provided by the Education Provider/HEI. They provide individual support to trainees to progress and complete all the requirements of the AP Level 7 apprenticeship/MSc programme the trainee has enrolled in. It is best practice that the Education Provider Course Supervisor/Personal tutor will have regular engagement with each trainee's work-based supervisors through Tripartite [reviews](#).

**Line Managers/Work Based Supervisors** have responsibility for directly managing individual employees. It provides the opportunity for performance review, setting priorities/objectives in line with the organisation's objectives and service needs and identifying training and continuing development needs.

**Co-ordinating Education Supervisor** provides a consistent supervisory relationship throughout the practitioner's advanced practice development, guiding the practitioner's development from uni-professional to hybrid professional at an advanced practice level.

**Associate Workplace Supervisors** are supervisors who work collaboratively with the co-ordinating education supervisor to guide trainee development. Associate workplace supervisor has expert knowledge and capability within the area of practice they



are supervising. The trainee advanced practitioner can expect to work with a variety of associate workplace supervisors, each matched to support the development of area-specific knowledge, skills and expertise of an advanced practice capability and/or competence.

These roles are defined in detail in Health Education England's [Workplace Supervision for Advanced Clinical Practice](#).

HEE have developed **Advanced practice workplace supervision: Minimum standards for supervision** document [which can be accessed on our website](#).

### What does good supervision look like?

Supervision can take many forms. This diagram illustrates just some of the different types of supervision a trainee could receive to support their development.



**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**

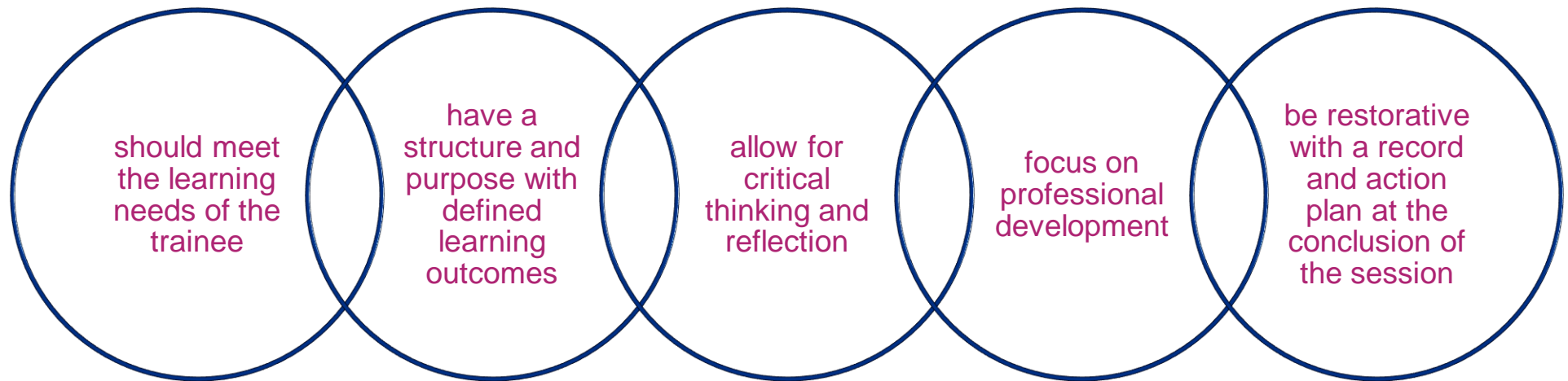


**Facilitated discussion on challenging situations such as conflict resolution, difficult conversations etc**



**Educational progress and personal learning plans**

### The five key elements of a supervision session:



### When should supervision take place?

The amount of supervision needed by a trainee advanced practitioner will vary dependent on the stage they are at and their personal learning needs.

The supervision fee provided by the Faculty of Advancing Practice North East & Yorkshire covers the equivalent of 1 hour per trainee per week throughout their training. This should be seen as the minimum amount of time the trainee receives for supervision.

### Further resources for managers, supervisors and trainee Advanced Practitioners

- [NHS Health Education England \(2020\) Workplace Supervision for Advanced Clinical Practice: an integrated multi-professional approach for practitioner development.](#)

- [Health Education England Advanced practice workplace supervision, minimum standards for supervision](#)
- [NHS Health Education England Centre for Advancing Practice website](#)
- [Health Education England \(2017\) Multi-professional framework for advanced clinical practice in England.](#)
- [NHS Health Education England e-Learning for Healthcare, Advanced practice toolkit](#)

[The Permeable Practitioner – ideas and resources to support health and care professionals to navigate uncertainty in everyday practice](#)

- Martin, P., Copley, J. & Tyack, Z. (2014) Twelve tips for effective clinical supervision based on a narrative literature review and expert opinion. *Medical Teacher* 36:201-20

# Section 5 – Trainees requiring additional support

## Personal Circumstances

### What happens if the trainee takes a break or discontinues their Advanced Practice programme before it is completed?

**Answer:** It is recognised, from time to time, some trainees may have to pause their study for unavoidable events such as long term sickness or significant personal reasons. HEIs can support with this process and each HEI will have its own policy and support structures a trainee can access. Where a student is pausing their studying but will be returning to complete this and have indicated the proposed timescales to the education provider, this is called 'stepping off'.

HEE will review funding when the trainee returns to study, however, these are reviewed on a case-by-case basis as it is dependent on whether the student is able to complete the course within the timescales available on their return.

Where a student is not returning to study, HEE will discontinue the funding at the point they leave the programme.

**Coordinating educational supervisor/line manager:** To work with the trainee and HEI to evaluate and to determine the most appropriate solution for trainee. If trainee decides to pause, then both HEI and HEE will need to be informed.

**Trainee:** To inform and work with employer and HEI to look for an appropriate solution. If trainee does decide to pause, then employer and HEI need to be informed.

**HEI:** To guide trainee and employer on options available and help to source the most appropriate solution. If trainee does decide to pause studies, then to inform employer and HEE.

To inform HEE of a pause in study this can be by contacting the faculty via email: [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

### What happens if a trainee feels Advanced Practice training is not for them and wants to leave the course?

**Answer:** Training for a master's level qualification and demands of the workplace can be a challenging experience for trainees. It will bring both positive and negative experiences. It is not uncommon for trainees to feel overwhelmed by exams, coursework or deadlines demands whilst juggling clinical placements and personal life, as they find balance transitioning into the role and level of practice.

However, for some trainees, they may decide this programme of academic study and training is not at the right time for them and decide they wish to leave the programme.

Initially the trainee would be expected to discuss their concerns with their coordinating educational supervisor and their line

manager to raise the challenges directly, as a solution may be possible. The supervisor and line manager will discuss the options available to the trainee and offer to make an action plan to manage challenges and enable the trainee to continue the programme.

If they feel unable to raise the issue with their coordinating educational supervisor, or associate supervisor or line manager they can contact their organisations Advanced Practice Lead for support and advice. In addition to this they can also reach out to their personal tutor at the HEI and speciality advisors within HEE.

**Coordinating educational supervisor/line manager:** Work with trainee to listen to their challenges and to develop an action plan to resolve, consider working with HEI, if unable to resolve then to inform both HEI and HEE

**Trainee:** To discuss with coordinating educational supervisor, line manager and HEI. There are also other support networks available from HEE through speciality advisors (TPD) and supervision and assessment lead who can offer support as well.

**HEI:** To work with trainee and employer to consider options and develop an action plan with trainee and employer. Inform employer and HEE if trainee does discontinue programme.

If after the above discussions and action plan, the trainee still feels they want to leave the course they will need to inform their employer and education provider of their decision.

To inform HEE of the decision please contact via email at:

[neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

HEE will then discontinue the funding at the point they leave the programme.





## What happens if a trainee gets sick during their training?

**Answer:** For short periods of sickness (under 4 weeks) the trainee should be directed to follow their employer's sickness and absence policy. The trainee will also need to inform their Coordinating Educational Supervisor, Associate Supervisor and education provider so a plan can be made to ensure any missed learning is completed.

For long term sickness (over 4 weeks). The trainee may need to pause their academic studies so close working with the HEI is needed to determine when is appropriate to re-commence

**Coordinating educational supervisor/line manager:** If less than 4 weeks sickness: support trainee to follow their local sickness and absence policy. If greater than 4 weeks: follow local policy and work with HEI to develop plan for continuing academic studies as appropriate and in line with the HEI policies. If does pause studies to inform HEI and HEE.

**Trainee:** For less than 4 weeks follow local sickness and absence guidance and inform your supervisors and line manager and consider if need to inform HEI at this stage. If greater than 4 weeks, in addition to supervisor and line manager, your HEI will need to be informed. Your academic studies will need to be reviewed with the HEI to determine if you can continue or may need to pause. If you do pause, both employer and HEI must be informed.

**HEI:** Work with trainee and employer to determine appropriate plan for continued academic studies. If pause studies to inform employer and HEE.

If trainee does need to pause their academic studies, HEE needs to be informed to pause funding via email at: [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

## What happens if a trainee needs to move to less than full time due to unforeseen personal circumstances what options do they have?

**Answer:**

**Coordinating educational supervisor/line manager:** Explore and provide options for reduction in hours. Will need to work with HEI to determine what is available on the academic route of study the trainee is on i.e., apprenticeship have a minimum requirement of 30 hours per week. If change of hours to inform HEI. If change/pause in academic studies to inform both HEI/HEE

**Trainee:** Discuss with coordinating educational supervisor, line manager and HEI available options in line with your academic pathway. Apprenticeship programmes have strict criteria that needs to be met. If change to academic studies to inform HEI/employer

**HEI:** Work with trainee and employer to determine most appropriate solution and inform of options. If change to academic studies to inform employer and HEE

HEE can be informed by contacting via email at: [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

Decisions regarding part time funding from HEE is made on a case-by-case basis.

# Working Environment

**What happens if the trainee changes jobs and moves to another organisation? Does their funding come with them?**

**Answer:** Funding is not solely trainee based and is not transferrable between employers. Funding is allocated to employer on provision of a training advanced practitioner post. If the trainee is moving to a similar post in another organisation and changes employer during an academic year, the trainee will be required to inform the NEY Faculty Team as soon as possible by contacting [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk).

**Coordinating educational supervisor/line manager:** Inform HEI and HEE that trainee has changed employers and left the organisation.

**Trainee:** if moving to another trainee advanced practitioner post in another organisation, inform HEI of change of employer and HEE. If moving into a role which is not a trainee post, it would be worth asking at point of appointment, if they would support your academic studies if you wished to continue with this. You will need to explore with HEI what your options are, as the HEE funding is unlikely to be available with your new role if not a trainee advanced practitioner post.

**HEI:** Explore with trainee and new employer the options available. If leaving the course, inform HEE.

HEE will discontinue the funding at the point they leave their previous employer.

If trainee does discontinue their academic studies, HEE needs to be informed via email at: [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

**What happens if a trainee's clinical area has concerns about how they are progressing?**

**Answer:**

**Coordinating educational supervisor/line manager:** Work with trainee to establish a learning plan to support the gaps identified with trainee within time frames for review. Update HEI on progress as there may be additional support they can offer.

**Trainee:** Work with educational supervisor to identify gaps and concerns and develop a learning plan to support your development. Inform HEI as they may be able to provide additional support.

**HEI:** Work with trainee and employer to support trainee with learning plan and identify any additional support that could be provided.

**I am being bullied, harassed or feel psychologically unsafe?**

**Answer:** All employees should be treated with dignity and respect at work. Bullying and harassment in the workplace is unacceptable and employers have a duty of care to provide a safe working environment for all their employees. Bullying and harassment in the workplace can involve arguments and rudeness, but it can also be more subtle. Other forms of bullying include:

- excluding and ignoring people and their contribution
- overloading people with work
- spreading malicious rumours
- unfair treatment
- picking on or regularly undermining someone
- denying someone's training or promotion opportunities

**Coordinating educational supervisor/line manager:** Support the trainee to follow the local policy and guidance on bullying and harassment. Inform of freedom to speak up guardians, HR and advanced practice leads as other resources to talk to.

**Trainee:** If you are experiencing bully, harassment or feeling psychological unsafe this is serious. Reach out to support networks to raise your experience and to get help. There will be a local guidance to support you too. Talk to your coordinating educational supervisor, line manager. If unable to go to them, consider your advanced practice lead, HR or freedom to speak up guardian. Many organisations also provide mental health first aiders or health and wellbeing representatives. Your workplace may have an employee assistance programme (EAP) you can also access.

**HEI:** Support and guide trainee to employer resources to help them seek help.

If after following the bullying and harassment policy within your organisation the issue is not resolved, trainees can contact HEE through the following email address:

[neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

## Supervision

**If a trainee is having difficulty with their supervisor, what can they do?**

**Answer:**

**Coordinating educational supervisor/line manager:**

Depending on which supervisor it is, and the circumstances, depends on how best to resolve. If challenge is with associate

supervisor, then the coordinating education supervisor could be best placed to support and resolve or potentially find alternative associate supervision. If the difficulty is with their educational supervisor, then the line manager may need to be involved to support and resolve and potentially source alternative educating supervisor if deemed appropriate.

**Trainee:** The trainee should try to initially address the challenges with their supervisor. However, if they are unable to resolve, then they should involve their line manager to make them aware of the issue. They will be able to help the trainee manage the situation, offer support, guidance, and escalate where needed. If the issue cannot be resolved, an alternative supervisor will need to be provided by the employer. If the trainee does not feel comfortable raising this with your line manager, consider approaching someone else you feel comfortable speaking too, such as your advanced practice lead or HR.

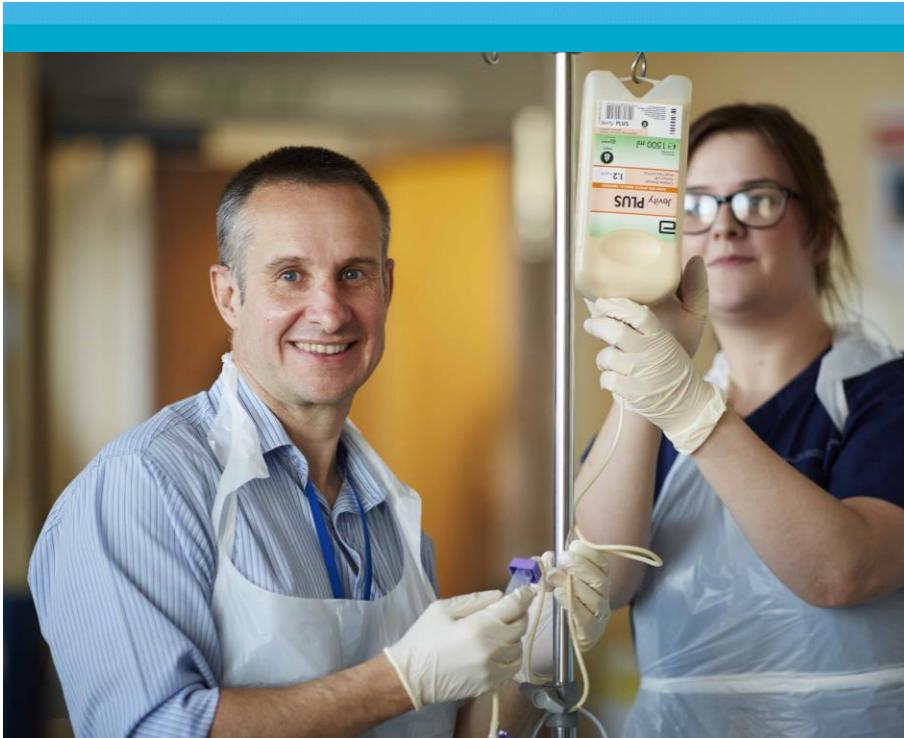
**HEI:** Offer support and guidance and encourage the trainee to speak up. You can also consider if appropriate to contact the line manager to highlight any concerns if necessary.

If the trainee is to be provided with a different Coordinating Education Supervisor, please inform HEE as soon as possible by contacting [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

If after raising the issue within your organisation the issue is not resolved, trainees can also contact HEE through the following email address: [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

## Can a trainee change supervisors part way through training?

**Answer:** Yes, if the trainee is to be provided with a different Coordinating Education Supervisor, please inform HEE as soon as possible by contacting [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)



## If a trainee's supervisor has left/moved organisations, what should they do?

### Answer:

#### **Coordinating educational supervisor/line manager:**

Coordinating educational supervisor should inform the line manager of plan to leave organisation so alternative supervisor can be sourced. Line manager should actively seek alternative supervisor as soon as possible.

**Trainee:** Should inform line manager of plans for the coordinating educational supervisor plans to leave so alternative supervisor can be sourced and inform HEI of change of supervisor once sourced.

**HEI:** Ensure trainee has made their line manager aware of possible risk to supervision support with coordinating educational supervisor leaving the organisation. When new supervisor sourced ensure they are aware of their supervisor role in relation to the trainee's academic pathway

If the trainee is to be provided with a different Coordinating Education Supervisor, please inform HEE as soon as possible by contacting [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)



# Academic Issues

## What happens if a trainee fails an academic module of their MSc/Apprenticeship?

### Answer:

**Coordinating educational supervisor/line manager:** Both should work with the trainee to review if any additional assistance is required to support the trainee to meet their academic module. Consider if discussion with HEI would be helpful to develop a coordinated action plan to support the trainee

**Trainee:** Although this can feel overwhelming for a trainee, this is not uncommon and there will be options available to move forwards based on individual circumstances. The HEI will have guidance and support mechanisms available for trainees, which they would be expected to access and utilise. It is also recommended that the trainee informs their coordinating educational supervisor and their line manager. Consider a discussion with all parties present to develop an action plan of support.

**HEI:** Guide the trainee through the HEI guidance and support for failing an academic module. Consider meeting with trainee, co-ordinating supervisor and line manager to develop an action plan to enable the trainee to complete their programme of study.

If the trainee does fail the re-take option of the module, then HEE should be informed, as soon as possible, via the following email: [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

Depending on the circumstances, there may be funding implications. However, each scenario is assessed on a case-by-

case basis. . In certain individual cases, local employer capability policy may need to be instigated.

## If a trainee is having issues with the quality of learning, what can they do?

### Answer:

**Coordinating Educational Supervisor/line manager:** If the trainee raises concerns regarding the HEI programme then this should be raised with the advanced practice lead who can investigate further and consider discussion with HEI programme lead

**Trainee:** If there is a concern with regards to the HEI programme, the trainee should raise the issue with their coordinating educational supervisor. If there are concerns around the education and support from their coordinating educational supervisor, the trainee should approach their advancing practice lead.

Trainees are required to fill in the HEE [National Education and Training Survey](#) (NETS) which is open to all health and care trainees and students across all clinical learning environments. The survey will offer Advanced Practice trainees the opportunity to provide anonymous feedback on their clinical placements, supervision, induction, support and training.

**HEI:** Review and consider any concerns raised by employer and trainee and ensure investigated and action appropriately through the HEI policy and guidance.

If on-going concerns with quality of education the coordinating educational supervisor or advanced practice lead can then contact HEE through the following email address: [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)

## If a trainee is being bullied, harassed or feels psychological unsafe within the Higher Education Institute, what can they do?

### Answer:

**Coordinating Educational Supervisor/line manager:** Support the trainee with managing the situation, offer support, guidance and advice and escalate where needed. Consider informing the advanced practice lead and supporting trainee navigate the HEI policy for bully and harassment.

**Trainee:** Discuss with your coordinating educational supervisor and line manager about your experiences. The HEI will have a policy regarding bullying and harassment including how to make complaints and who to go to for help. You may want to speak to someone at the education provider informally first, this could be your Education Provider Course Supervisor, a campus counsellor or student union representative. They will be able to follow your education providers policy and offer advice and guidance on the informal and formal actions that can be taken to get the issue resolved.

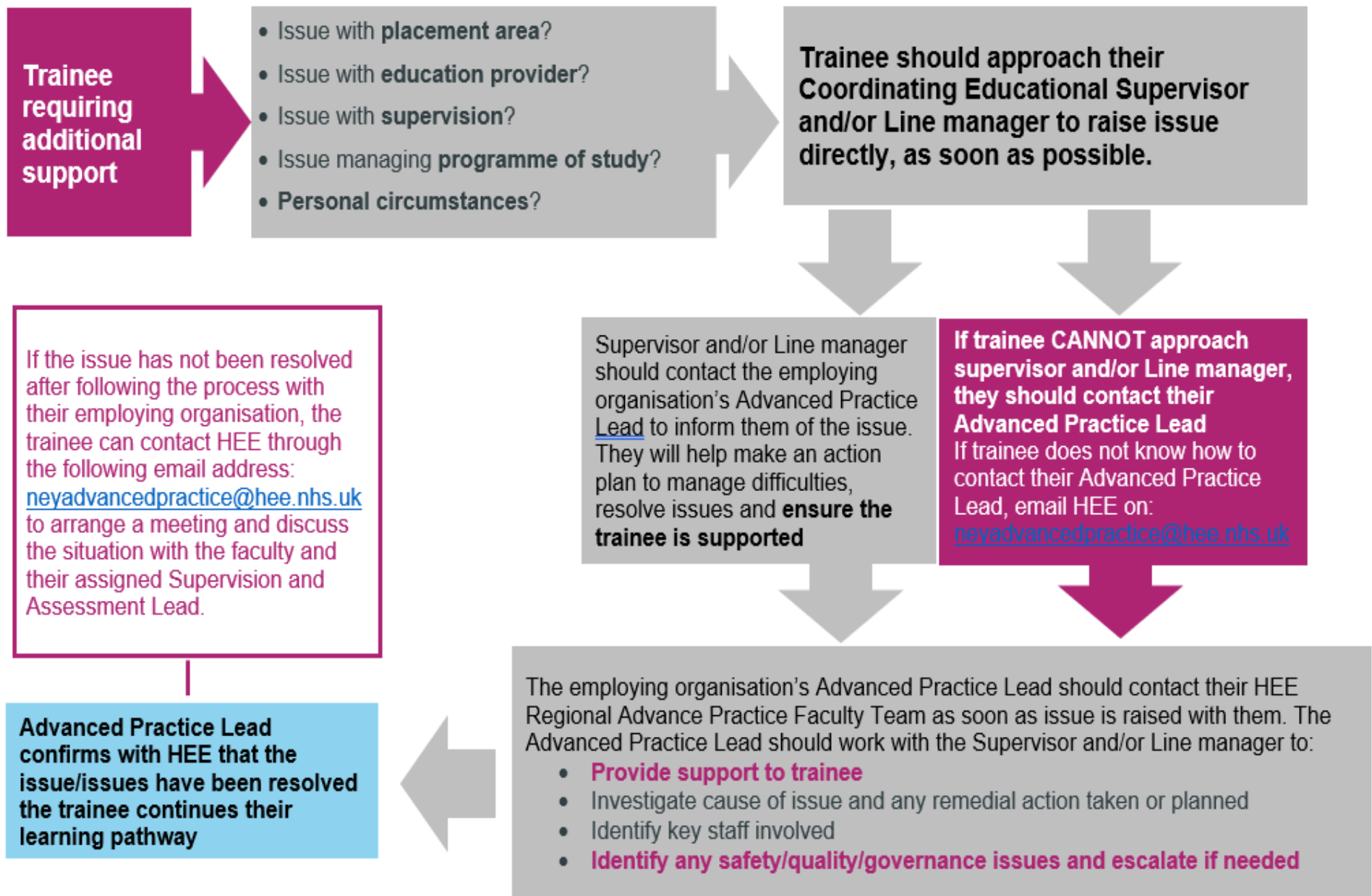
**HEI:** Speak with the trainee to establish the concerns and consider if the concerns can be addressed and resolved informally. If unable to resolve informally, support the trainee to access and follow the bully and harassment policy if necessary. Direct to campus counsellor or student union representative if appropriate.

If after following the education providers bullying and harassment policy the issue is not resolved, trainees can contact HEE through the following email address:

[neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)



## Trainees requiring additional support: general principles



## Trainees requiring additional support: Difficulties with academic studies

There is an expectation for all Advanced Practice trainees that they are proactive in managing their learning journey. This includes acting to manage & resolve problems that may occur during the course of their academic studies, with the support of their manager, supervisor, organisational Advanced Practice lead and HEE Regional Advancing Practice faculty.

**Trainee experiencing difficulties with Advanced Practice MSc or Level 7 Advanced Practice Apprenticeship studies**

**Within 4 weeks of trainee experiencing difficulties:**

**Trainee** contacts Coordinating Educational Supervisor and Course Supervisor at their Education Provider to organise support for studies.

**The trainee MUST report to their Coordinating Educational Supervisor and Line manager IMMEDIATELY:**

- **If they intend to leave the programme**
- If they defer on assignments/need to resubmit assignments: these may be university assignments or practice placement assignments/portfolios/skills, etc.
- If they get into difficulties in attending required study days, and/or are unable to attend.
- If they are considering asking for a deferment, or to intermit on their programme.

**The Coordinating Educational Supervisor/Line Manager MUST report this to HEE within 7 days of being informed of any the above by the trainee.**

**If the Coordinating Educational Supervisor and Line manager cannot be contacted for any reason, the trainee should contact their Advanced Practice Lead instead.**

**HEE should be contacted via [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk) and head the email 'Trainee concern' all 'Trainee concern' emails will be answered within 7 days of receipt.**

**Within 1 week of trainee contacting Coordinating Educational Supervisor and education provider:**

**Trainee** contacts Associate Supervisor and/or Line manager to discuss issues and to make appropriate arrangements for adjustments in practice placement if needed.



## Trainees requiring additional support: Difficulties in trainee placement areas

There is an expectation for all Advanced Practice trainees that they are proactive in managing their learning journey. This includes acting to manage & resolve problems that may occur during the course of their training programme placements, with the support of their manager, supervisor, organisational Advanced Practice Lead and HEE Regional Advancing Practice Faculty.

### Trainee experiencing difficulties in the training placement area: these may be work-related or personal circumstances

- Trainee should meet with manager of placement area to raise any issues at earliest opportunity: within 7-10 days from start of issue
- Trainee should also contact Coordinating Educational Supervisor to arrange support and make an action plan of how to resolve issues (same time frame as with manager)
- **Any issues relating to patient safety or safety of the placement environment MUST be reported to manager and supervisor immediately**

- If issues cannot be resolved, the organisational Advanced Practice Lead must discuss with HEE any plans for the trainee to move placement areas, before any move occurs (excepting emergencies)
- The trainee must stay in contact with manager, supervisor and Advanced Practice lead (if they are involved) at regular intervals

If the trainee feels the issue has not been resolved after following the process with their employing organisation, trainees can contact HEE through the following email address:  
[neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk) to arrange a meeting and discuss the situation with the Faculty and their assigned Supervision and Assessment Lead.

- Efforts must be made to resolve any issues within the placement area, an action plan should be made by the trainee, supervisor, manager and, if appropriate, the Advanced Practice Lead within 7 days of first contact
- The action plan should have SMART (Specific, Measurable, Achievable, Realistic and Measurable) targets

- If trainee is unable to discuss issues with manager and/or supervisor – because of absence or breakdown in relationship, for example, trainee should contact organisational Advanced Practice Lead within 7-10 days of start of issue
- Any concerns about safety of trainee placement and/or patient safety **MUST** be reported to Advanced Practice Lead immediately
- (If trainee does not know how to contact their Advanced Practice Lead email HEE on [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk))

# Section 6 – Freedom to speak up

## Freedom to speak up

Freedom to speak up is a policy for raising concerns (whistleblowing) for the NHS. Recommended by Sir Robert Francis in his [Freedom to Speak Up review](#), this policy contributes to the need to develop a more open and supportive culture that encourages staff to raise any concerns about patient care or the working environment. It is expected that this policy (produced by NHS Improvement and NHS England) will be adopted by all NHS organisations in England as a minimum standard.

Speaking up about any concern you have at work is really important. In fact, it's vital because it will help us to keep improving our services for all patients and the working environment for our staff. You may feel worried about raising a concern, and we understand this, but please don't be put off. When things go wrong, we need to make sure lessons are learnt and improvements made. If you think something might go wrong, you should feel able to speak up so that any potential harm is prevented.

### What concerns can I raise?

**Answer:** You can raise any concern about risk, malpractice, or wrongdoing you think is harming the service. Just a few examples of this might include (but are by no means restricted to):

- unsafe patient care
- unsafe working conditions
- inadequate induction or training for staff
- lack of, or poor, response to a reported patient safety incident
- suspicions of fraud (which can also be reported to your local counter fraud team)



- bullying and harassment (across a team or organisation rather than individual instances of bullying)

For further examples, please see the [Health Education England video](#).

Remember that if you are a healthcare professional you may have a professional duty to report a concern. If in doubt, please raise it. Don't wait for proof, we would like you to raise the matter while it is still a concern. It doesn't matter if you turn out to be mistaken as long as you are genuinely troubled.

### Who can raise concerns?

**Answer:** Anyone who works (or has worked) in the NHS, or for an independent organisation that provides NHS services can raise concerns. This includes agency workers, temporary workers, students, volunteers, and governors.

### Who should I raise my concern with?

**Answer:** In many circumstances the easiest way to get your concern resolved will be to raise it formally or informally with your line manager, lead clinician or tutor. If raising it with your line manager lead clinician or tutor does not resolve matters, or you do not feel able to raise it with them, you can contact one of the following people:

- Your organisations Freedom to Speak Up Guardian
- Your organisations HR team
- Your organisations risk management team
- Your organisations counter fraud team.
- Your Trade union representative.

All these people have been trained in receiving concerns and will give you information about where you can go for more support.

### What is a Freedom to Speak Up Guardian?

**Answer:** Freedom to Speak Up Guardians support workers to speak up when they feel that they are unable to do so by other routes. They ensure that people who speak up are thanked, that the issues they raise are responded to, and make sure that the person speaking up receives feedback on the actions taken.

- [Watch a Health Education England video about the role of Freedom to Speak Up Guardian](#)
- [Find out more from the National Freedom to Speak Up Guardian's Office](#)

### How can I find my local Freedom to Speak Up Guardian?

**Answer:** Your organisations Freedom to Speak Up guardian should be listed on your organisation's intranet. Alternatively you can [use this map to search for your Freedom to Speak Up Guardian](#)

# Section 7 – Trainee Wellbeing Resources

## Mental Health

- [Find information and support for your mental health](#)
- [Get urgent help for mental health](#)
- [NHS staff have been given free access to a number of wellbeing apps to support with their mental health and wellbeing.](#)

## Physical Health

- [Fitness Studio Exercise Videos](#)
- [Eat Well](#)
- [Healthy Body](#)
- [Sleep and Tiredness](#)

## General

- [Support available for our NHS people](#)
- [How-to guides](#)
- [Financial wellbeing](#)

## Support for healthcare staff



More charities and organisations where trainees can find help and support.





## Appendix 1 (Apprenticeship entry requirements)

### Application and enrolment requirements for apprenticeships.

#### ESFA eligibility

Funds in an organisations apprenticeship service account (apprenticeship levy or levy transfer), or from government employer co-investment can only be used for those who are eligible as specified by the ESFA funding rules. You must provide the education provider evidence of the individual's eligibility. To use funds in your organisation's apprenticeship service account (apprenticeship levy or levy transfer), or government-employer co-investment, the individual must:

- Be able to complete the apprenticeship within the time they have available.
- Not be asked to contribute financially to the cost of training, on-programme or end-point assessment. This includes where the individual has completed the programme successfully or left the programme early.
- Not use a student loan to pay for their apprenticeship.
- Spend at least 50% of their working hours in England over the duration of the apprenticeship.
- Have the right to work in England.
- Have an eligible residency status.

#### Maths and English

The requirement for all apprenticeships is that they apprentice must have completed the necessary Functional skills in maths and English before they can complete their apprenticeship. However, most of the education providers for the ACP apprenticeship will require the applicant to have already achieved their Level 2 Functional Skills in maths and English (or equivalent) before they can enrol onto the apprenticeship. You must, therefore, ensure that the applicant has achieved Level 2 Functional Skills in maths and English (or equivalent) before they apply for the apprenticeship. You must ensure that the applicant provides you with the certificates of their qualifications which can then be provided to the education provider. For any applicants who have international maths and English qualifications, a check will need to be undertaken to ensure that the qualifications are comparable to UK versions. The attached ENIC document provides details as to how you can apply for this check to be undertaken. This check must be applied for at the earliest opportunity to prevent any delays to the programme application.

## Apprenticeship Programme Application and Recruitment / Selection

You must contact the education provider immediately to discuss the necessary apprenticeship application, recruitment / selection and enrolment processes that must be followed. Many education providers may require joint recruitment processes with employers. You must ensure that the education provider has the necessary contact details for the apprentice lead of your organisation and the supervisors/mentor of the applicant so that relevant communications and paperwork can be provided. You must ensure that the required paperwork is completed and signed as soon as possible after receiving it from the education provider to prevent delays to the process. It is recommended that you contact your organisation apprentice lead at the earliest opportunity so that you can receive the necessary support from your organisation.

## Apprenticeship Standard and Assessment (Tuition Fees) funding application

- If you are a levy paying employer, you must contact your apprentice lead to ensure that apprenticeship levy funding is available, and the necessary process is followed to ensure the payments for the apprenticeship standard training and assessment (tuition fees) are paid via the digital apprenticeship service.
- If you are a non-levy paying employer, you must contact **your organisation apprenticeship lead or ICB apprenticeship lead**. If you are unsure who this is please contact [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk). This must be done immediately and should not be left until a place on the apprenticeship has been offered. You must ensure that you have confirmation that either a levy transfer or reservations of funds co-investment has been successfully arranged and is in place before the apprentice starts their apprenticeship. A levy transfer or reservation of funds co-investment cannot be arranged once the apprentice has started the apprenticeship.





Health Education England

HEE North East & Yorkshire Faculty for Advancing Practice  
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Please use [neyadvancedpractice@hee.nhs.uk](mailto:neyadvancedpractice@hee.nhs.uk)  
for all enquiries relating to advanced practice in the North East and Yorkshire.