

Clinical Supervision Funding Support Survey

Heather Nisbet, S&A Lead, SE Region, NHSE WT&E

Kirsty Laing, S&A Lead, NE&Y Region, NHSE WT&E

Introduction

Supervision support funding is provided by the regional faculties of advancing practice to support the supervision of advanced practice trainees. The South East regional faculty for advancing practice provides £2,600 per trainee per year for all eligible trainees completing an ACP MSc. Applications for funding are received via the Faculty application funding process.

This survey was conducted in the South East and North East & Yorkshire regions to help us understand how supervision funding is being utilised by our employers and to enable us to better support our organisations and training hubs with developing supervision for advanced practice.

[Advancing Practice in the South East Region – A guide to implementing and funding advanced practice.](#)

Context

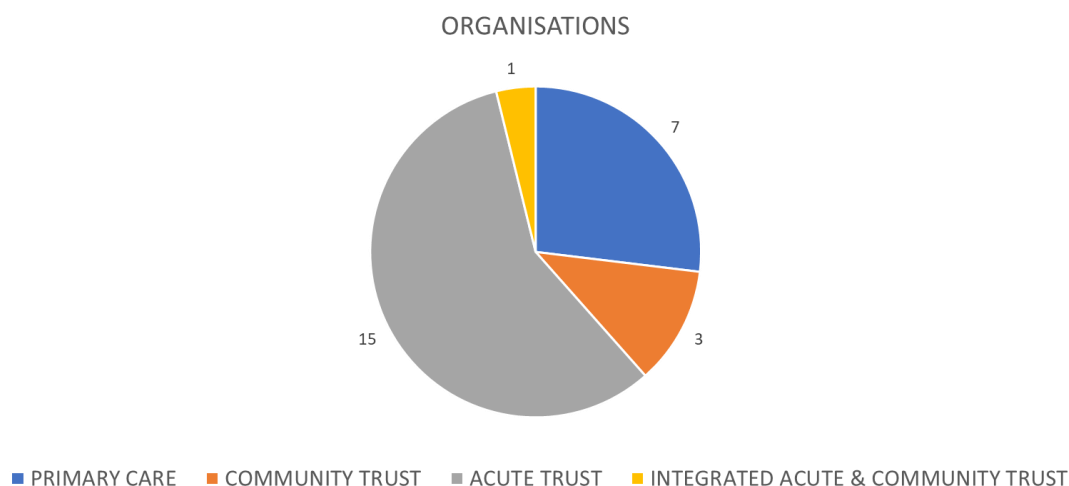
High quality supervision for health-care professionals moving into trainee advanced practice roles is essential for supporting the development of confidence and competence and underpins patient and practitioner safety.

The annual supervision funding provided by the Faculty of Advancing Practice SE is directly linked to the quality of supervision of the trainee. This is assessed at the 6 monthly bipartite governance checks between the Faculty and the AP lead. Any issues with supervision quality are discussed and resolved at regional level but concerns may be escalated following the SE Region Escalating Concerns process for further investigation and result in funding offers being withdrawn.

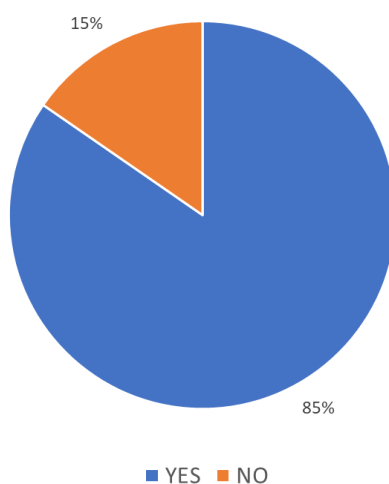
Health Education England's [Workplace Supervision for Advanced Clinical Practice](#) provides further in-depth, evidence-based information and recommendations on how to develop quality supervision in the workplace.

Survey results

26 organisations in total completed the survey: 20 in SE region, 6 in NE&Y region. The pie chart below details the spread of responses across primary care, community, acute and integrated trusts.



Question 1: Is your supervision support payment (£2600 per trainee per annum) used to support supervision of the trainee?

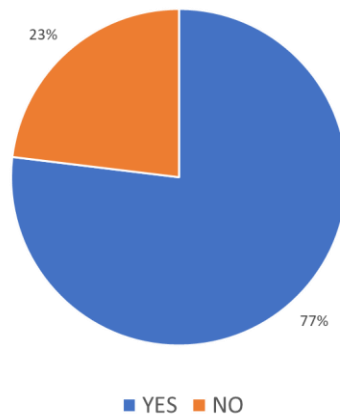


15 % of organisations did not use the payment to support the trainee's supervision.

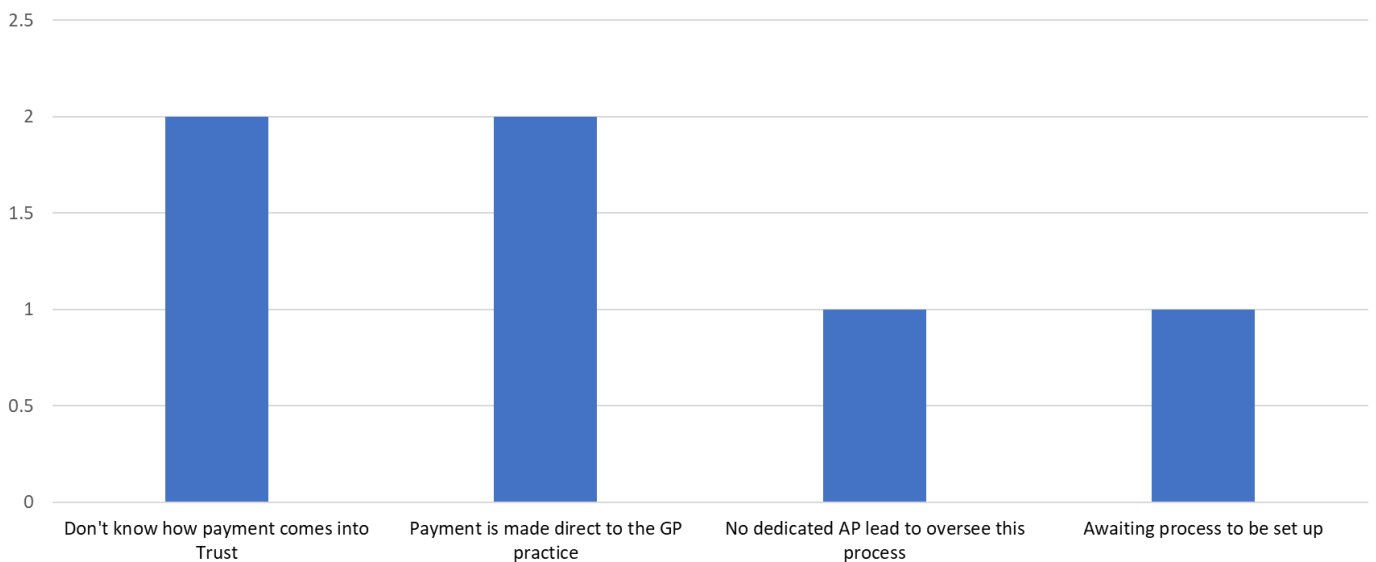
Reasons for not using supervision fee to support supervision of the trainee were given as:

- Due to money arriving late in the financial year and delays in getting to correct budgets. Teams struggle with how to spend money and ensuring rollover in to next financial year.
- Money does not come into the training hub
- Not sure

Question 2: Do you have a mechanism in place to ensure the supervision support payment is made available at service level?

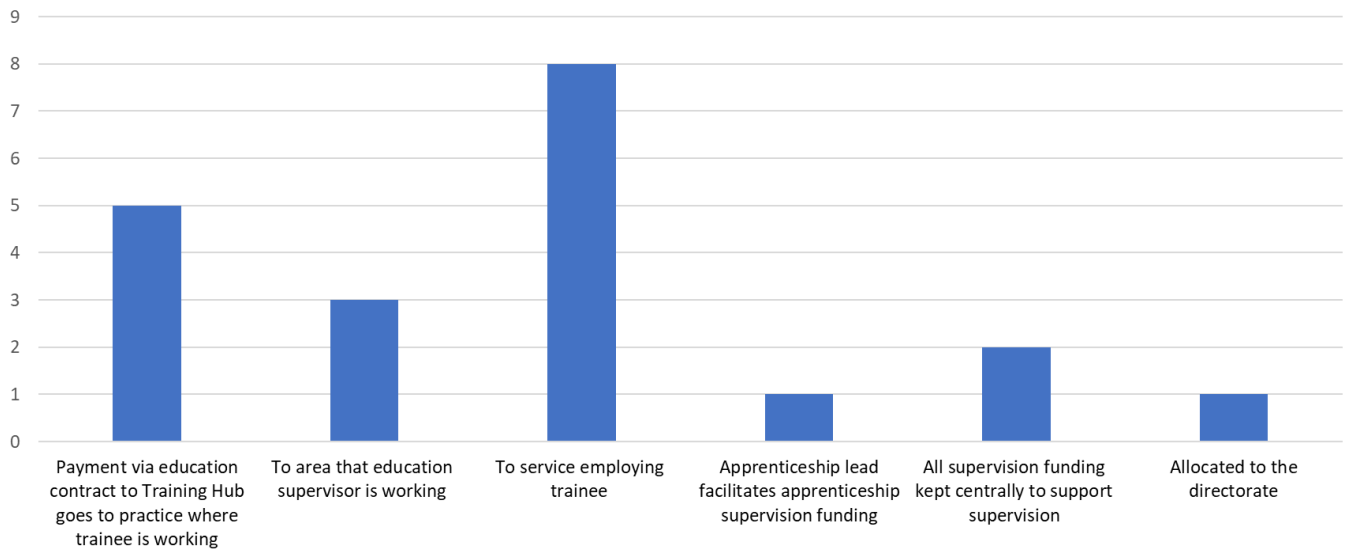


If no, why is this not happening?



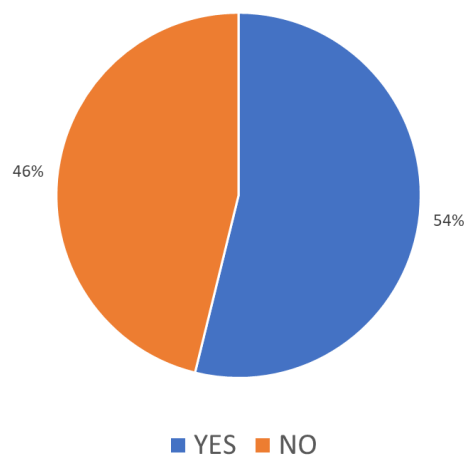
It is concerning that 23% of organisations are receiving this funding, which is clearly allocated in the education contract to a named trainee but are not ensuring that it is directed to the correct budgets. The governance and oversight of this funding needs to be strengthened to ensure that supervision is appropriately supported at service level.

If yes, how is this facilitated?

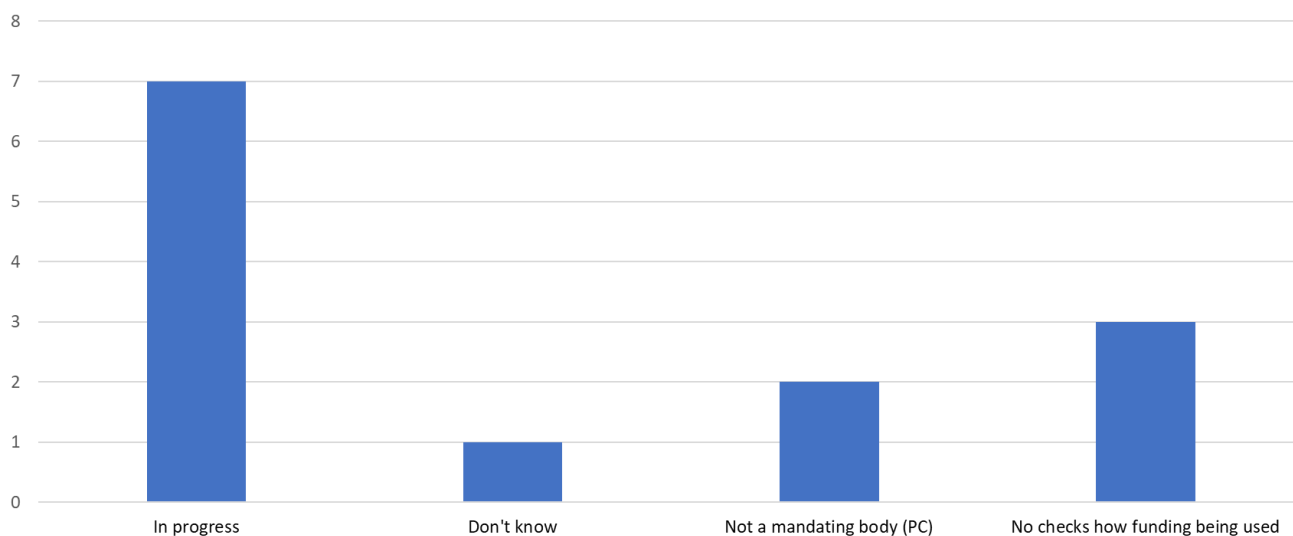


It is noted that in all cases the AP lead is actively involved in ensuring the funding is directed to services and that close working with the education and finance department are key to this being enabled.

Question 3: Do you have organisational governance in place to monitor the use of the supervision support payment?

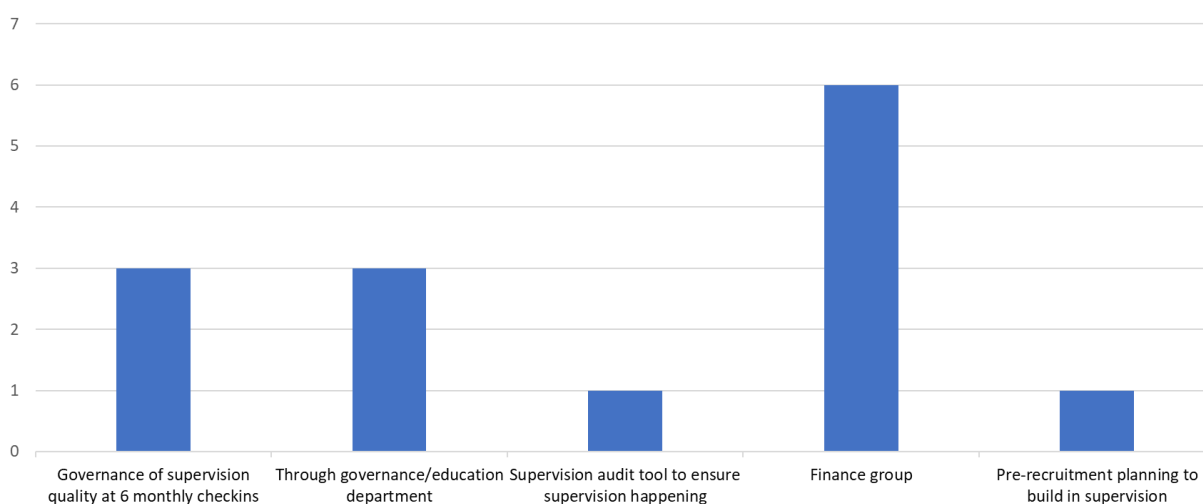


If no, why is this the case?



Most organisations recognised this as a part of governance that needed to be developed and indicated that they had plans to facilitate in the future. Most see the governance of supervision quality as the best method for ensuring supervision funding is appropriately used and use mechanisms such as CASP and trainee progression as a way to monitor if funding is appropriately supporting supervision.

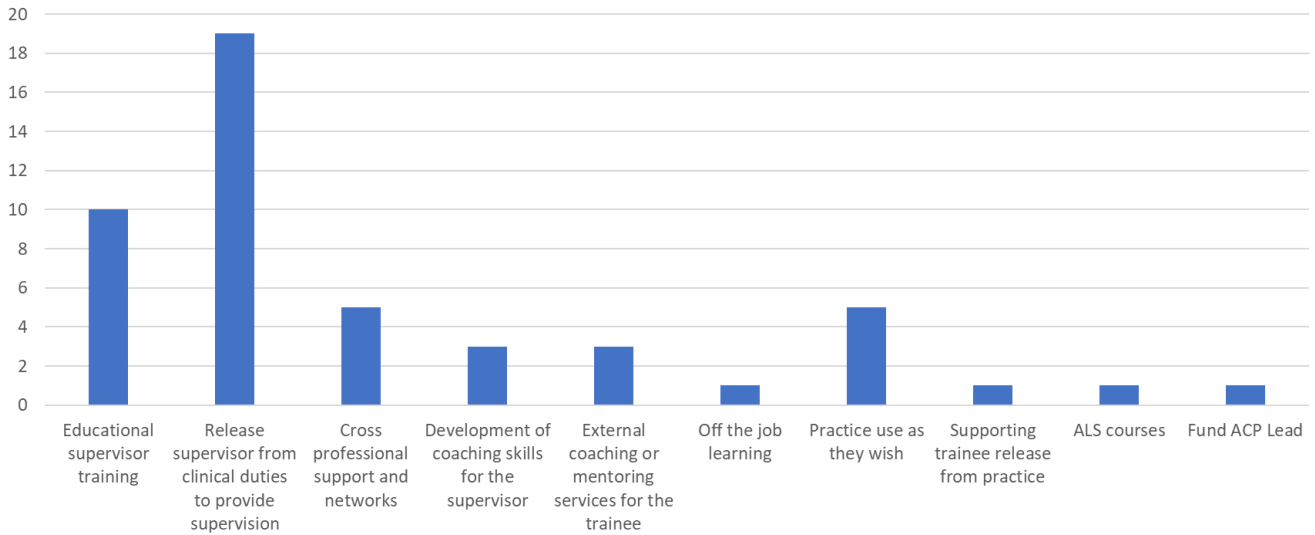
If yes, how is organisational governance process facilitated?



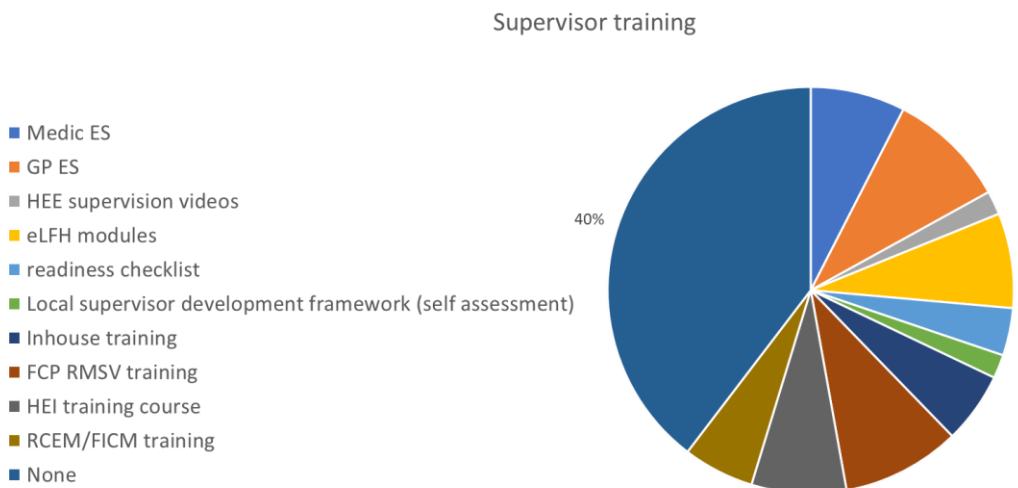
Some of the above processes do actively monitor the quality of supervision and some organisations indicated that they were using the Centre for Advancing Practice Governance Maturity Matrix to support this. However, monitoring through finance does not give a robust mechanism for ensuring the trainee is receiving adequate supervision. Both finance and monitoring quality of supervision are needed to ensure supervision support is being utilised appropriately.



Question 4: What do you use the supervision support payment for?



Question 5: What training, if any, do your supervisors receive?



There is a wide variety of training, it is very inconsistent, in some cases vague, and not governed. Although training is recorded as happening in many organisations, it is clear this is not mandated at organisational level and is just seen as a recommendation. A significant number (40%) do no training at all.



Question 6: Do you have any examples of good practice for the use of supervision support funding?

Examples given were:

- Action learning sets
- Ensuring all trainees have 20% off the job learning
- Clinical supervision groups
- Release to attend other areas of practice/specialisms
- Education coordinating supervisor training
- Release the supervisor or support supervisors from other Trusts/ cross org collab
- Job descriptions and job plans have supervision integrated
- Peer supervision
- Funding a medic to provide teaching and supervision
- Funding external courses

Conclusion

Employers should have a robust mechanism for ensuring funds are directed to the correct budgets to support supervision at service level and have financial accountability for the use of these funds. Organisational AP leads are key to the governance of this process.

Governance of supervision quality is an important metric for measuring the effectiveness of supervision funding. However, to ensure supervision funds are being used appropriately, additional assurances should be sought to confirm funding is directly supporting services.

Supervisor training is vague, inconsistent, and inadequate in many instances. Organisations need more guidance for how to deliver supervisor training.

If used appropriately, supervision funding can support the quality of education and training for the trainee AP.

Recommendations

- Develop guidance for organisations on how to source and use supervision funding to develop quality learning environments for supervision in the workplace.
- Sharing of good practice between organisations to support those who are unsure how to utilise funding effectively.

- Supervisor training support for organisations to achieve more consistency across the sector.