

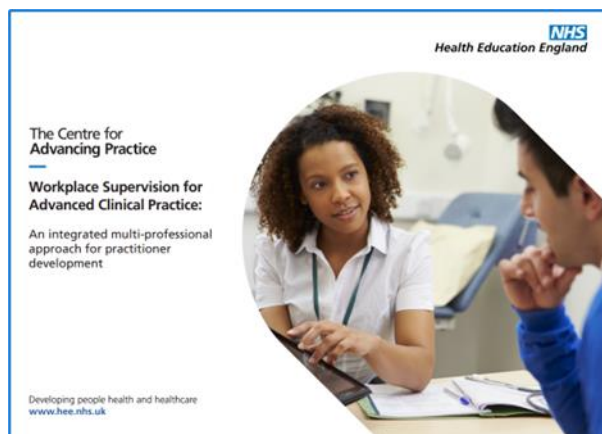
SUPERVISION FUNDING FOR ADVANCED PRACTICE TRAINING IN THE SOUTH EAST REGION GUIDANCE FOR EMPLOYERS

3 August 2023, Version 1

Introduction

High quality supervision for health-care professionals moving into trainee [advance practice](#) roles is essential for supporting the development of confidence and capability and underpins patient and practitioner safety.

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.



NHSE aims to support the development of advanced practice roles for workforce transformation as inclusively as possible, whilst also providing assurance of quality of training and supervision for advanced practitioners.

What is supervision funding?

Recognising that supervision is the foundation of patient and practitioner safety and is essential to support the transition into advanced practice, NHSE WT&E provides supervision funding to be made available at service level for the supervision of a named trainee advanced practitioner. This is to enable the provision of high-quality supervision for the trainee advanced practitioner in the workplace, which is critical for developing the confidence and capability that underpins both practitioner safety and maintains patient safety.

The purpose and priority of this funding is to ensure the infrastructure around the trainee advanced practitioner is available to support and develop their learning in practice.

The funding must be used to ensure:



An appropriately trained supervisor who will be able to apply the Principles of Workplace Supervision and the Minimum standards for Supervision to develop the trainee advanced practitioner. The trainee must have a minimum of 0.25PA (1 hour) of supervision per week over the course of their training

Appropriate governance in place in line with the *Multi-professional framework for advanced clinical practice in England (2017)* and *Centre for Advancing Practice Governance Maturity Matrix*



Provision of a suitable workplace-based learning environment and opportunities to gain competence across the 4 pillars of advanced practice (clinical practice, leadership/management, research, and education) in order to complete academic and portfolio requirements.

The funding must not be used for:

- Salary backfill for the trainee AP
- Equipment infrastructure

What is the supervision funding offer in the South East?

The South East Regional Faculty for Advancing Practice funding for advanced practice supervision is provided to support the supervision of a trainee advanced practitioner. This is £2,600 per annum, per trainee and can be paid in one of two ways:

- For trainees on the non-apprenticeship route the supervision funding is paid to the organisation annually for up to a maximum of 3 years. This is paid as part of the education grant and must be made available at service level. This does not need to be applied for each year.
- For trainees on the apprenticeship route or who have applied to complete the top-up to ACP MSc, this is paid as a single one-off payment. For trainees on the apprenticeship pathway this can be applied for annually, for up to a maximum of 3 years, to support their supervision throughout their programme.

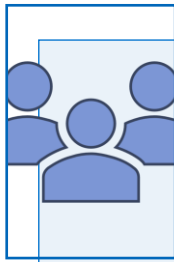
For more details on the funding offers and application process in the South East, please see our funding brochure accessed here: [Advancing Practice in the South East Region. A guide to implementing and funding advanced practice 2023-2024](#)



How do I access the supervision funding in my organisation?

Supervision funding must be made available at service level to ensure that it is being used to directly support the supervision of the advanced practice trainee. Some employers find it difficult to manage this process and the funding may not make it to the correct budget.

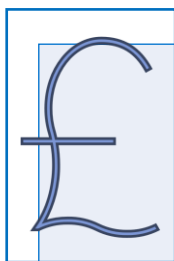
Here are some top tips for Advanced practice Leads to enable this to happen:



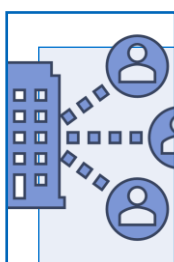
Work with the finance team to identify the advanced practice trainees on the Education Contract (EC) payment schedules. This will be called **salary support** and will have the trainee's name linked to it.



Try to ensure this is identified as soon as the payment is made to the employer or Training Hub so the funding can be transferred to the correct budget as early in the year as possible.



Please note that the payment timing will vary if via the EC for the non-apprenticeship and apprenticeship routes. Details for this can be found in the Advancing Practice in the South East Region. A guide to implementing and funding advanced practice 2023-2024



Work with your service leads to make them aware the payments are due so they have plans in place in for how to utilise the funding.

How can I use the supervision funding?

Supervision funding must be used to support supervision of the trainee. There are many ways that this funding can support supervision. The infographic below gives some examples of how services can effectively utilise this funding to ensure quality supervision for their trainee advanced practitioners.



Coaching skills training for supervisors



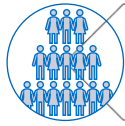
Supervisor training courses



External coaching or mentoring services for the trainee



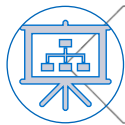
Supporting the trainee to gain experience in different practice areas



Develop advanced practice action learning sets



Research, education or leadership focussed supervision with expert supervisor



Enable cross system collaboration to support supervision in other organisations.

How can I ensure the funding is enabling quality supervision?

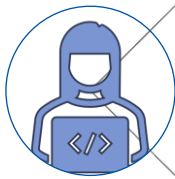
As described above, employers should have a robust mechanism for ensuring funds are directed to the correct budgets to support supervision at service level and have financial accountability for the use of these funds. Organisational Advanced Practice Leads are key to the governance of this process.

However, ensuring the funding goes to the correct budget is only part of the assurance that it is supporting quality supervision. Evaluating supervision quality is another important metric for measuring the benefit of supervision funding and this can be achieved by using tools such as the Governance Maturity Matrix to help measure the effectiveness of supervision. This can be accessed here: [Centre for Advancing Practice Governance Maturity Matrix](#)

Other methods for measuring the quality and effectiveness of supervision are:



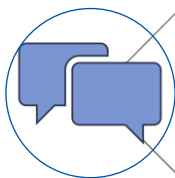
Appraisal mechanisms to ensure continuing development in supervisory skills is included for supervisors



Supervision audits to measure frequency and duration of supervision



Reporting mechanisms from service leads on how the funding is being used



Feedback from supervisors, supervisees and service managers

What if I have a different idea for using the funding?

You can assess if it is appropriate to use the supervision funding for your activity by using the table below to evaluate it.

ACTIVITY	LINK TO GOVERNANCE MATURITY MATRIX	HOW DO I MEASURE QUALITY	HOW DO I MEASURE EFFECTIVENESS
E.G. Supervisor training course	There is support, training and induction for staff who supervise both trainee and recognised advanced practitioners	Feedback tools; appraisal; evaluation of training questionnaire	360 feedback from trainees; lower trainee attrition from programme; supervisor capacity

Resources and links

[Centre for Advancing Practice website](#)

[Multi-professional framework for advanced practice in England](#)

[Advanced Practice Governance Maturity Matrix](#)

[Workplace Supervision for Advanced Clinical Practice: An integrated multi-professional approach for practitioner development.](#)

[Advanced Practice workplace supervision. Minimum standards for Supervision](#)

[Advancing Practice in the South East Region. A guide to implementing and funding advanced practice 2023-2024](#)