

ADVANCED PRACTICE SUPERVISOR eLearning NHSE SOUTH EAST REGION GUIDANCE FOR EMPLOYERS

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Introduction

High quality supervision for health-care professionals who are developing as [advanced practitioners](#) is essential for supporting the development of confidence and capability, and ensuring patient and public safety.

Developing as an advanced practitioner combines level 7 (master's) academic development with workplace development of advanced level capabilities. [Workplace Supervision for Advanced Clinical Practice](#) provides further in-depth, evidence-based information and recommendations on how to develop quality supervision in the workplace.

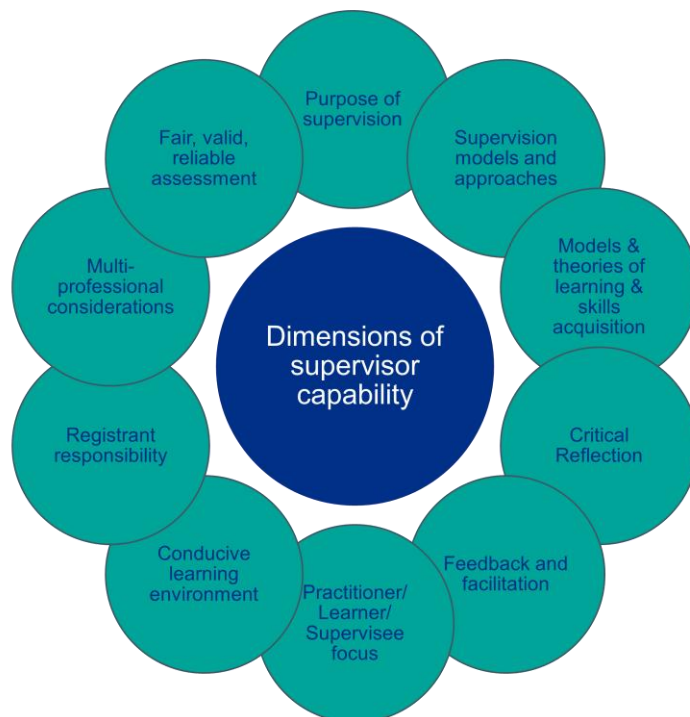
This is a guide for:

- health care providers who have or plan to have developing advanced practitioners (trainees) as part of their workforce and are seeking to provide training and development opportunities to support advanced practice supervisor learning and development,
- all health professionals who provide supervision for colleagues developing in advanced practice,
- higher education institutions providing programmes of study for developing advanced practitioners.

What is supervisor capability?

Those developing in advanced practice should have supervisors who support advanced level development across the pillars of practice. The [Advanced Practice Supervisor Capabilities](#) framework outlines the essential knowledge, skills, and behaviours required for those supervising developing advanced practitioners. Its purpose is to ensure that supervision is safe, effective, and consistent across different professions and settings. By supporting the development of advanced-level capabilities across the four pillars of practice it promotes

high-quality supervision that aligns with national standards. It also encourages the professional growth of supervisors through structured development opportunities and plays a key role in building a sustainable, skilled advanced practice workforce.



Dimensions of supervisor capability ([Advanced Practice Supervisor Capabilities - Advanced Practice](#))

NHSE South East Advanced Practice Supervisor eLearning

NHS England South East Faculty for Advancing Practice has developed a multi-professional eLearning resource designed to support supervisors in identifying and developing the capabilities required to supervise the developing advanced practitioner.

The eLearning resource is aimed at those new to advanced practice supervision as well as experienced advanced practice supervisors and will equip them with the necessary skills and knowledge aligned with the Advanced Practice Supervisor Capabilities framework (NHS England, 2025). By creating a training programme mapped to these national capabilities, this resource aims to elevate the knowledge and skills of those supervising advanced practitioners.

All of the sessions within the eLearning programme are mapped to the advanced practice capability framework [Advanced Practice Supervisor Capabilities - Advanced Practice](#)

How does the eLearning programme work?



Before completing the eLearning, supervisors complete a skills' scan to allow them to self-assess and identify their own learning needs in the context of the advanced practice supervision capability framework. By evaluating their own level of supervisory capability through the skills scan, both novice and experienced supervisors can tailor the training and identify the areas for their own development.

On completion of the skills scan, all must complete

MODULE 1

Session 1: Foundations of Advanced Practice Supervision

Session 2: Understanding the advanced practitioner's scope of practice

These are a required part of the training.



These modules introduce how advanced practice supervision differs from other types of supervisory practice, some of the common terminology used, the fundamental skills and knowledge required for advanced practice supervision and understanding the advanced practitioner's scope of practice.

The sessions in **MODULE 2** are optional but completion of these sessions ensures the supervisor has completed learning that is mapped to all of the advanced practice supervisor capabilities.



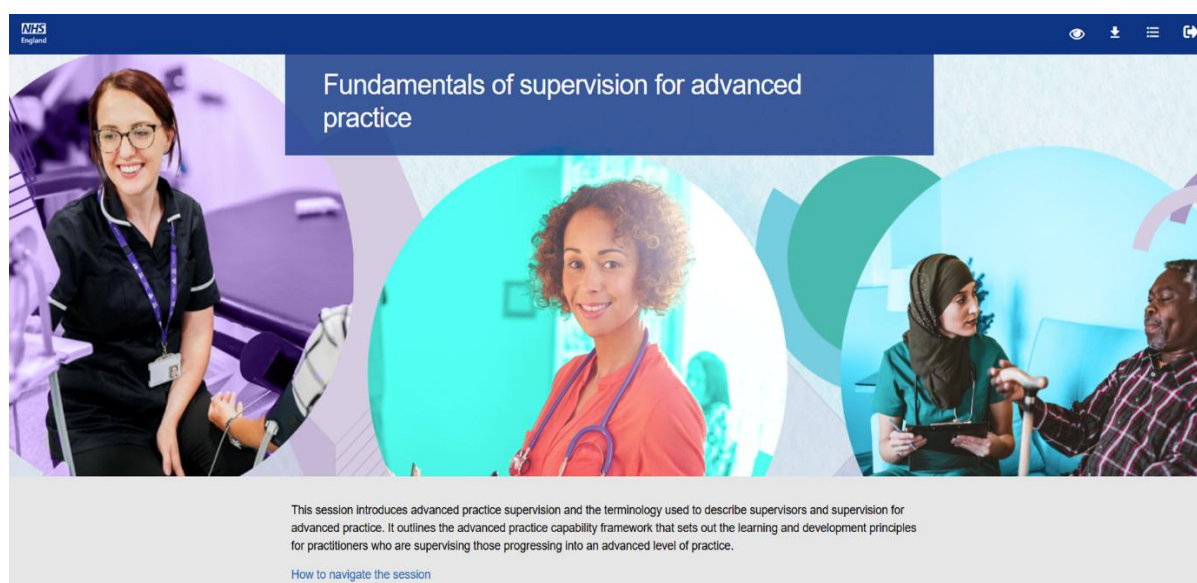
Content of the eLearning programme

Advanced Practice Supervision – a multi-professional learning resource for supervisors of developing advanced practitioners.

SESSION TITLES	
SKILLS SCAN – all must complete as learning needs analysis	
MODULE 1 – Mandatory to complete both sessions	
1	Foundations of Advanced Practice Supervision
2	Understanding the advanced practitioner's scope of practice
MODULE 2 - Optional sessions depending on skills scan:	
3	Supporting advanced level learning and development in the workplace
4	Creating a good workplace learning environment for advanced practice
5	The developing advanced practitioner as an individual
6	Feedback & facilitation for advanced practice
7	Enabling critical reflection for advanced practice
8	Coaching skills for advanced practice
9	Assessment for advanced practice
10	CPD

How to access the eLearning

The eLearning is hosted on the Learning Hub and can be accessed by all. The link to the eLearning can be found here: <https://learninghub.nhs.uk/catalogue/advanced-practice>

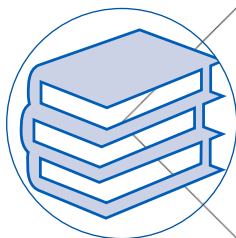


Advanced practice lead and employer responsibility

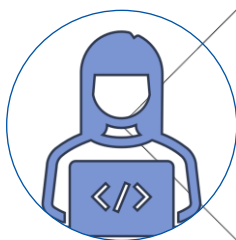
Supervision is the cornerstone of professional and public safety and is an integral part of the Health and Social Care Act (2008) that employers must ensure staff receive the appropriate support, training, professional development, supervision, and appraisal as is necessary for them to enable to carry out the duties they're employed to perform.

The eLearning programme can be accessed by anyone who wishes to develop their skills and capabilities as an advanced practice supervisor. **However, it is recommended that this is completed with the knowledge and cooperation of the advanced practice lead for the employer.** This will ensure that those who are supervising developing advanced practitioners are included within governance processes and policies.

Employers are encouraged to keep an up-to-date database of advanced practice supervisors to evidence good governance of advanced practice roles. This should include:



Evidence of training that is mapped to the advanced practice supervisor capabilities



Continuing professional development of supervisory capability.



Appraisal mechanisms to ensure supervisory capability is included for supervisors

Conclusion

In conclusion, advanced practice supervisor training plays a critical role in ensuring the delivery of safe, effective, and high-quality care by supporting the development of advanced practitioners. Grounded in national standards such as the Advanced Practice Supervisor Capabilities framework, this training equips supervisors with the tools to guide practitioners

through complex transitions in their professional roles. The structured eLearning programme developed by NHS England South East Faculty for Advancing Practice not only enhances supervisory skills but also fosters a culture of continuous learning and professional growth. By investing in supervisor development, the NHS strengthens its workforce, ensuring that both current and future advanced practitioners are well-supported in delivering compassionate, expert care across all pillars of advanced practice.

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 2025-2026](#)

[Health and Social Care Act 2008 - Parliamentary Bills - UK Parliament](#)