**Clinical Supervision training for GPNs**

In 2020, NHS England and NHS Improvement allocated funding to develop workplace supervisors with a focus on General Practice Nurses. With the identification of the emerging multi-professional teams and roles in Primary Care, the aim was to equip experienced nurses with the knowledge around implementing effective supervision and the skills to enhance and support the workforce to promote retention, governance, and wellbeing.

Our initial aspiration is to see the workplace supervisor training begin with General Practices Nurses (GPN) this year, looking to establish at least one GPN workplace supervisor per Primary Care Network (PCN) in BNSSG. This is not limited, and we hope to encourage more.

To enhance the experience, we will also be providing ‘supervisee’ lunchtime sessions. These are aimed at anyone who does not fit the criteria but due to their role, will be supervised by the GPN. They will be asked to complete the e-Learning for healthcare module and these supervisee sessions will link closely with the GPN New to Practice scheme. Our aim is to embed this in the structure, so it becomes sustainable and supportive for the future workforce.

It is worth highlighting the benefits of developing effective clinical supervisors as this is our overarching aim.

**Criteria for joining the course:**

* GPN with at least 2 years’ experience in Primary Care.
* Evidence of clinical skill, underpinned with theory in at least one specialist area of GPN practice i.e., Diabetes, Cardiac, Respiratory, Women's Health.
* Support from your Practice Manager to undertake the training.
* Be flexible and if appropriate, be able to provide Clinical Supervision to other practices in their PCN.
* Access to online training.
* Engage in post course feedback and completion of evaluation at 3 months, 9 months, 12 months, and 18 months after the event.
* Completion of the pre-course work.

**\*Please complete the following prior to the course\***

* e-Learning for Healthcare: *Supporting educational and clinical supervisors*. It should take around 20 minutes.

[**https://www.e-lfh.org.uk/programmes/educational-and-clinical-supervisors/**](https://www.e-lfh.org.uk/programmes/educational-and-clinical-supervisors/)

* A reflective piece on an event that you were involved in when clinical supervision was not effective. You can use Gibbs reflective cycle as a structure.



**Structure of the session**

The session will last 3 hours. Each hour will be split into sections to enable effective learning; 30-minute presentation, 10 minute breakout and 20 minute review.

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|  | **Presentation** | **Breakout** | **Facilitator** |
| **Section 1** | People's perceptions - supervision or not. | Questions | Rachel Butt |
| **Section 2** | What is supervision? | Examples and key personal characteristics | Kim Ball |
| **Section 3****\* the breakout will be at the beginning** | Discuss the examples from your reflection in the breakout rooms | How do we implement this? | Kerri Magnus |

**Online requirements**

* The session will be delivered online via MS Teams and we will start with a brief introduction on how to use the platform.
* We will send the link the day before the session.
* Please ensure you remain on **mute** unless you are asked to participate as this reduces background noise.
* Please use the ‘raise your hand’ function if you have a question or use the chat box.
* We understand that due to multiple reasons using the visual camera can be tricky, but we would encourage everyone to keep their cameras on throughout the session to enhance the experience for all.
* If you are attending from work, please make sure that your background does not breach any information governance or data issues and if you are dialling in from home, please try to ensure your background is appropriate.
* We want to ensure a safe environment for learning so please be respectful to your fellow candidates and facilitators.
* We will be using Slido to make things more interactive and you don’t need to download anything.
* We will not be able to provide any alt text or captions to improve accessibility but please let us know prior if you have any learning needs and we will see how we can accommodate this.

**Evaluation and feedback**

To support you in this role you will be asked to attend 4 x 30-minute sessions that will be added to the end of the BNSSG GPN Forum meetings and facilitated by Liz Mallett. These will be set at 3 months, 6 months, 12 months, and 18 months post the sessions and dates will be sent out individually.

You will also have access to the training materials, and you are more than welcome to email any of us any questions and we will endeavour to support you.

We encourage each cohort to create a What’s App group that is managed by yourselves and can be a good source of peer support. This can also be a PCN level group once more individuals attend. This is something we will not be able to manage so will not be involved in the creation of these groups, but we do ask that you remain respectful and kind to your fellow colleagues and support each other through the process.

We will be sending feedback forms for you to complete prior to us sending you your certificate of attendance. We ask you to complete these so we can ensure we can improve the experience and maintain standards.

Most of all please enjoy the sessions. They are intended to support and guide your development and we are really looking forward to meeting you all.

With very best wishes

Rachel Butt
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General Practice Nurse Educator (GPNE), BNSSG Training Hub*

Kim Ball
*Director of Nursing, Avon LMC*
*Placement Expansion Lead, BNSSG Training Hub*

Kerri Magnus
*ACP Lead, BNSSG Training Hub
ACP Advisor, Avon LMC
Chair, The ACP Forum*