

NESC: GPN FOUNDATION PILOT PROGRAMME

ASSESSMENT AND CLINICAL SUPERVISION

Defining Roles

It has become clear that medical and nursing educational terminology differs in its interpretation and therefore it is necessary to clarify and define the two key roles for the GPN Foundation Pilot Programme.

Each practice must provide two clinicians to support the GPN learner. These are a **Clinical Practice Educator** and a **Clinical Practice Supervisor**. The expectation is that they will work together to ensure the GPN learner has the necessary clinical experience and support to address the GPN competency framework.

It is also essential that the assessment of the GPN learner's competency is robust and carried out by an appropriately qualified and experienced clinical practitioner.

Therefore:

1. The Clinical Practice Educator (CPE) must be either an approved GP Trainer or a GPN who has undertaken a CPT or PGCE qualification (or equivalent).

They will work in partnership with the clinical educator and GPN learner, developing the Learning Contract and providing clinical experience in line with the learning objectives.

They are accountable for:

- Ensuring the use of a range of appropriate teaching and learning methods
- Planning, implementing and facilitating learning in the practice placement setting.
- Applying sound principles and judgment in the assessment of competence in the practice placement setting.
- Ensuring there are opportunities for the GPN learner to maximize their learning
- Ensuring provision of the appropriate clinical experience to achieve learning objectives of the programme
- Ensuring appropriate supervision is in place for the GPN learner
- Ensuring there is an appropriate named clinician available to the GPN learner for support at all times.
- Facilitating a range of clinical experiences within the allotted protected time
- Ensuring the practice provides the GPN learner with an appropriate learning environment
- Evaluating the learning experience with the learner, reflecting on experience and formulating action plans to improve future practice
- Developing and monitoring the learning contract in collaboration with the learner and the clinical practice supervisor
- Delegating clinical assessment to the most suitable individual as appropriate
- Signing off the GPN learner clinical competencies and application of knowledge

2. The Clinical Practice Supervisor (CPS) must be an experienced GPN, who has an appropriate education qualification e.g. Mentor preparation or ENB 998 – or equivalent.

They will work in partnership with the clinical educator and GPN learner, developing the Learning Contract and providing clinical experience in line with the learning objectives.

They are responsible for:

- Providing appropriate day to day clinical teaching, supervision and assessment in line with the competency framework
- Supporting the learner in practice to develop new knowledge, skills and attitudes

- Facilitating the learners personal and professional development through encouraging reflection, identifying gaps in knowledge, skills and attitude and providing structured feedback to enable the nurse to develop and expand their practice with safety and confidence
- Ensuring appropriate managerial support is in place
- Ensuring there are opportunities for the GPN learner to maximize their learning in order to develop the necessary competencies and confidence in the GPN role
- Ensuring provision of the appropriate clinical experience to achieve learning objectives of the programme
- Ensuring the GPN learner has access to clinical supervision *
- Assessing the learners' progress toward agreed learning objectives integrating theory and evidence based practice.
- Delegating clinical assessment to the most appropriate individual when required
- Reporting to CPE on the GPN learners progress
- Communicating effectively with the GPN learner
- Ensuring there is a named clinician available to the GPN learner for support at all times

* This may be already provided locally and can be accessed by the learner, or it will be available as part of the foundation programme

The roles and responsibilities of the Clinical Practice Educator, the Clinical Practice Supervisor and the GPN learner will be clearly described within the Education Contract.

3. WHAT IS CLINICAL SUPERVISION FOR NURSES?

"Clinical supervision aims to bring practitioners and skilled supervisors together to reflect on practice, to identify solutions to problems, to increase understanding of professional issues and, most importantly, to improve standards of care". (NMC 2002).

Although the NMC has not made clinical supervision a statutory requirement, they strongly endorse it as a means to assist practitioners to develop skills, knowledge and professional values throughout their career and working lives and as an important component of good clinical governance.

Essentially clinical supervision is a regular opportunity for structured confidential discussion either individually or in small groups with a supervisor who is a professional peer. Whilst there is no right or wrong model of supervision, the NMC have set out a series of principles that should underpin any system of clinical supervision:

- Clinical supervision supports practice, enabling the nurse to maintain and improve standards of care.
- Clinical supervision is a practice focused professional relationship, involving a practitioner reflecting on practice guided by a skilled supervisor.
- The process of clinical supervision should be developed by practitioners and managers according to local circumstances. Ground rules should be agreed so that the nurse and supervisor can approach clinical supervision openly, confidently and are both aware of what is involved.
- Every practitioner should have access to clinical supervision.
- Preparation for supervisors should be flexible and sensitive to local circumstances.

Ref: WIPP (2006)

CPE/CPS vs 2 - 01/05/08