

FIRST CONTACT PRACTITIONER (FCP) BULLETIN – LONDON

Issue 2: April 2024

Welcome to the Second edition of the First contact practitioner (FCP) bulletin for London. Our focus in this edition will be on Supervision and the key points we will be addressing are:

- What is the role of supervision?
- How will a FCP primary care supervisor fit within the higher education institute (HEI) FCP programmes?
- Who can become a FCP Supervisor, what qualifications are needed?
- How can I be supported as a supervisor and continue to develop?

We hope you find this bulletin helpful and please do email us with your FCP related queries: Nadia.bashir@nhs.net sarah.friel@nhs.net

What is the role of supervision?

Supervision is a process of professional learning and development enabling individuals to demonstrate and reflect on their knowledge, skills and attributes through regular support from another professional. Supervision is a regulatory requirement; the Care Quality Commission (CQC) expects primary care providers to assure the capability, scope of practice and competency of their staff [NHS England » Supervision guidance for primary care network multidisciplinary teams](#).

Supervision can have different forms and can include:

Clinic/practice supervision: Day-to-day support provided by a named/duty clinician for issues arising on the trainee FCP's clinical days in primary care.

Clinical/professional supervision: Regular support from a named clinician/practitioner to promote high clinical standards and develop professional expertise.

Educational supervision: supports and enables learners to achieve proficiency and will usually be from a higher education institute.

The benefits of effective supervision include:



Improved quality of patient care and safety, maintaining standards.



Quality assurance, ensuring that staff work within their scope of practice and competence.



Improved productivity through continuous professional development (CPD)



Job satisfaction, staff retention and improved wellbeing through team relationships and support.



Sharing of skills, knowledge and resources in a supportive environment.

Effective supervisors create learning environments where the supervisees feel safe to discuss all factors (including personal) that have an impact on learning/practice. Supervisors can be an important role model in developing inclusive and competent practitioners.

Diagram from Centre for Advancing Practice Supervision Capabilities <https://advanced-practice.hee.nhs.uk/our-work/supervision/advanced-practice-supervisor-capabilities/>



How will a primary care clinical supervisor fit within the HEI FCP training programmes?

Paramedics, Musculoskeletal clinicians, podiatrists, dieticians, and occupational therapists wanting to become FCPs will need to apply for a HEI FCP training programme which has been aligned with the requirements of the roadmap to practice [Education Providers of FCP training | Health Education England \(hee.nhs.uk\)](https://www.hee.nhs.uk/our-work/supervision/advanced-practice-supervisor-capabilities/). The HEI will provide the trainee FCP an educational supervisor who will support the trainee through the training programme and complete the majority of and including the final the sign off. The clinical supervisor in primary care will undertake the responsibility for signing off the work-based assessments set by the HEI. Once all elements of the training and assessments are complete, the HEI will provide the trainee with the relevant certificate for their course. This will be the evidence that the health professional is now an FCP in primary care.

Who can become a FCP supervisor?

NHS England WT&E Quality framework document sets out that a regulated healthcare professional working within primary care who wish to become educators will need to be appropriately trained (via a NHS England WT&E approved training course relating to multi-professional supervision) and be approved as a multiprofessional educator. For example:

- For GPs, you can complete the GP education supervisor/GP trainer course [GP Supervisor Course | London \(hee.nhs.uk\)](https://www.hee.nhs.uk/our-work/supervision/advanced-practice-supervisor-capabilities/). It is also recommended to familiarise yourself with the FCP's relevant roadmap/HEI portfolio document.

- For all other health professionals, there is a NHS England Accredited Multi-professional Supervision Course for Educators in Primary Care (London only). You can apply through your training hub.
- If you have completed the previously available 2-day roadmap supervisor's course, you can still use this as evidence of capability to supervise a FCP, but you will need to show evidence of your up-to-date educator Professional Development Plan (PDP) and evidence of learner feedback.
- You may have completed other relevant courses/modules in supervision. You can contact your training hub whether any additional training is required.

Once you have successfully completed the applicable training course, you will need to gain approval from NHS England WT&E to work as an educational supervisor via your training hub who can help you through this process.

As well as being a recognised supervisor, it is strongly recommended that the place of work where supervision is being undertaken is a recognised approved learning environment and meets the standards aligned to NHS England WT&E's Quality Framework. Your training hub can help you with all the approval processes.

How can I be supported as a Supervisor?

FCP supervisors should join their local **multi-professional educator groups**. The aim of these groups is to provide support and educational material for educators/supervisors across all roles in primary care. These groups can be an invaluable resource in the ongoing development of your role in supervision. It also allows the opportunity for supervisor colleagues to meet, connect and share good practice, assisting you through your roles as an educator/supervisor. Contact your local training hub for more details about what activities are happening in your patch.

How can I develop as a supervisor?

All approved supervisors are responsible for their professional development and to remain up to date whilst acting in a supervisory role. This includes completing an educator PDP each year and to continue to meet all supervisory requirements as detailed in the Quality Framework [HEE-Quality-Framework-from-2021.pdf](#). As well as accessing learning events via the multiprofessional faculty groups, your local training hubs may have organised supervision courses and CPD learning so do contact them or check their websites for updates. Other sources to consider:

- HEI modules: Some higher education institutes providing FCP training courses may also have funded refresher training for FCP supervisors. Check the HEE website for the list of approved HEI and their websites for more information and updates [Education Providers of FCP training | Health Education England \(hee.nhs.uk\)](#)
- The London primary care school also runs courses and workshops for educators which are also helpful for your CPD [Courses and Conferences | London \(hee.nhs.uk\)](#)

- E-learning: Some examples are [Supervision for Multi-Professional Teams - e-learning for healthcare \(e-lfh.org.uk\)](#) [Educational and Clinical Supervisors - e-learning for healthcare \(e-lfh.org.uk\)](#)
- Medical Royal College accredited training
- Peer-review
- Supervisee feedback.

Useful resources:

[Roadmaps to Practice | Health Education England \(hee.nhs.uk\)](#)
[First Contact Practice FAQs | Health Education England \(hee.nhs.uk\)](#)
[HEE-Quality-Framework-from-2021.pdf](#)
[SELWDH · First Contact Practitioners \(traininghub-git-training-session-admin-revamp-selwdh.vercel.app\)](#)
[NCL Training Hub](#) – information about approved educator and learning environments
[Approved Learning Environments – North East London \(neltraininghub.co.uk\)](#)

Training hub contact details:

- North East London: nelondonicb.traininghub@nhs.net
- North Central London: nclicb.approvedlearningenvironments@nhs.net
- North West London: nwl.traininghub@nhs.net
- South East London: quality@seltraininghub.co.uk
- South West London: office.swlth@nhs.net

Frequently asked questions

How do we find a FCP supervisor?

The first step is to ask your employer if there is an appropriately trained supervisor employed in your place of work who can supervise you. If one is available, you should agree with them if they can be your supervisor for the purpose of the FCP education and training requirements. You should inform the education provider of your agreed named supervisor when applying to undertake the FCP Supported Portfolio or FCP Taught route with the institution.

How do I enrol on to the London Multiprofessional Supervision course?

You can contact your local training hub to apply for this course.

Are the supervision requirements different from someone who is a trainee FCP vs someone who has completed the roadmap and is an independent practitioner?

Supervision requirements do differ during training and post completion of the FCP education and training programme.

During training, the role of the clinical supervisor is to discuss the learning needs and facilitate their supervision in a variety of ways. It is important for the supervisor to understand the guidance from the HEI regarding the role of the clinical supervisor. The majority of HEI's are asking for 75 supervised clinical hours during training with an

appropriately trained clinician (does not always have to be with the same individual), this can include:

- Protected time e.g. 30 mins to debrief at the end of each clinical session
- Dedicated time to complete work-place based assessments to meet the requirements of the course.
- Tutorials/direct teaching
- Signposting towards alternative learning environments.

Post training, they will still need allocated supervision time – depending on hours worked and agreement between FCP and supervisor/mentor this could vary between 30-60 minute every week to the minimum of once a month. In this capacity they do not have to have done additional training to be a mentor/supervisor. [NHS England » Supervision guidance for primary care network multidisciplinary teams.](#)

